

State

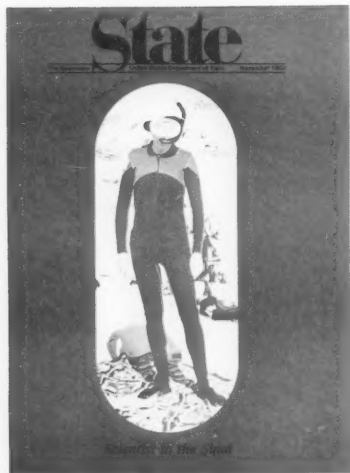
The Newsletter

United States Department of State

November 1983



Scientist in the Sinai



THE COVER—*Tom Vrebalovich*, science counselor at the U.S. embassy in Egypt, was photographed by *Tom Hartwell* on the Sinai beach at Ras Mohamed. Cairo is November's "Post of the Month." See Page 34.



Letters to the Editor

Lost film

ARLINGTON, VA.

DEAR SIR:

Someone in Africa (perhaps a teacher in the Peace Corps?) who recently sent through the pouch for processing an Instamatic cartridge of Kelly Photo color film will not get their prints unless they make themselves known. I say this because we recently found their cartridge fastened to a letter our son had pouched from Nouakchott enclosing his own roll of 35-mm. film for processing. The Instamatic cartridge had evidently come loose from its envelope in transit, and had been affixed to our son's letter by a rubber band, simply because our son had put on the outside of his envelope: "Film".

We asked the helpful people at the Diplomatic Pouch Room whether they had any suggestions. They told us that they already have a large accumulation of film which cannot be identified. They recommended that film sent via the pouch for processing be placed in stout envelopes, and that the sender affix to each film cartridge with transparent tape a piece of paper with his name and address. Had the sender of the Instamatic cartridge whose film we have had developed and printed (cost \$6.65) done this, we would not be trying to locate the sender through the good offices of STATE Magazine.

To be certain that we are match-

—(Continued on Page 24)

Who's a somebody?

The editor would like to hear about Department employees who hold part-time public office in their home communities—for example, as members of school boards or other nonpartisan municipal or county agencies. Telephone (202) 632-2019, or drop a note to Editor, DGP/PA, Room B-266.

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month.

Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. Double space on typewriter, spelling out job titles, names of offices and

programs—acronyms are not acceptable.

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC. 20402. □

Security

President Reagan: 'Unauthorized disclosures are harmful'

'We intend to take appropriate administrative action'

President Reagan on August 30 issued the following as a "Memorandum for Federal Employees":

RECENT UNAUTHORIZED disclosures of classified information concerning our diplomatic, military, and intelligence activities threaten our ability to carry out national security policy. I have issued a directive detailing procedures to curb these disclosures and to streamline procedures for investigating them. However, unauthorized disclosures are so harmful to our national security that I wish to underscore to each of you the seriousness with which I view them.

The unauthorized disclosure of our Nation's classified information by those entrusted with its protection is improper, unethical, and plain wrong. This kind of unauthorized disclosure is more than a so-called "leak"—it is illegal. The Attorney General has been asked to investigate a number of recent disclosures of classified information. Let me make it clear that we intend to take appropriate administrative action against any Federal employee found to have engaged in unauthorized disclosure of classified information, regardless of rank or position. Where circumstances warrant, cases will also be referred for criminal prosecution.

'All of us have taken an oath...'

The American people have placed a special trust and confidence in each of us to protect their property with which we are entrusted, including classified information. They expect us to protect fully the national security secrets used to protect them in a dangerous and difficult world. All of us have taken an oath faithfully to discharge our duties as public servants, an oath that is violated when unauthorized disclosures of classified information are made.

Secrecy in national security mat-



ters is a necessity in this world. Each of us, as we carry out our individual duties, recognizes that certain matters require confidentiality. We must be able to carry out diplomacy with friends and foes on a confidential ba-

sis; peace often quite literally depends on it—and this includes our efforts to reduce the threat of nuclear war.

Lives are at stake

We must also be able to protect our military forces from present or potential adversaries. From the time of the Founding Fathers, we have accept-

President Reagan by USIA;
White House by Ann Thomas

ed the need to protect military secrets. Nuclear dangers, terrorism, and aggression similarly demand that we must be able to gather intelligence information about these dangers—and our sources of this information must be protected if we are to continue to receive it. Even in peacetime, lives depend on our ability to keep certain matters secret.

No excuse

As public servants, we have no legitimate excuse for resorting to these unauthorized disclosures. There are other means available to express ourselves:

—We make every effort to keep Congress and the people informed

about national security policies and actions. Only a fraction of information concerning national security policy must be classified.

—We have mechanisms for presenting alternative views and opinions within our government.

—Established procedures exist for declassifying material and for downgrading information that may be overclassified.

—Workable procedures also exist for reporting wrongdoing or illegalities, both to the appropriate executive branch offices and to Congress.

No right to damage U.S.

Finally, each of us has the right to leave our position of trust and criticize

our government and its policies, if that is what our conscience dictates. What we do *not* have is the right to damage our country by giving away its necessary secrets.

We are as a Nation an open and trusting people, with a proud tradition of free speech, robust debate, and the right to disagree strongly over all national policies. No one would ever want to change that. But we are also a mature and disciplined people who understand the need for responsible action. As servants of the people, we in the Federal Government must understand the duty we have to those who place their trust in us. I ask each of you to join me in redoubling our efforts to protect that trust. ■



On Capitol Hill

Senate seeks to establish diplomatic relations with Vatican

It takes action, too, on envoys' political activities and Soviets in U.S.



(Photo by Ann Thomas)

AN AMENDMENT giving a green light to diplomatic relations with the Vatican was inserted on September 22 in the bill authorizing appropriations for the Department of State. In other action that day in the Senate, separate amendments were adopted,

too, restricting political activity by ambassadors and also, on another front, calling for "substantial equivalence" between the number of Soviet government personnel in the United States and the number of U.S. Government personnel in the USSR, as well as

restrictions on the Soviet people here comparable to those placed on the Americans in that country.

Vatican amendment

In offering the Vatican amendment, Senator Richard Lugar (R-Ind.) observed that "juridically, the Vatican is a sovereign state and is formally recognized as such by over 100 nations." He described it as "a sensitive diplomatic forum" and as "a significant political force for decency in the world."

Mr. Lugar continued: "This amendment would repeal the prohibition, enacted in 1867, against the expenditure of funds to support a diplomatic mission to the Vatican. This would permit, but would not require, the reestablishment of full and formal diplomatic relations with the Holy See, and I anticipate that the President, in all likelihood, would take this action once this impediment is removed.

"The United States maintained consular relations with the Vatican States from 1797 until 1848 and official diplomatic relations from 1848 until 1867. The decision in that year to withhold funds from the American mission in Rome was rooted in controversies arising from the struggle for Italian unification. Its continuation today is an anachronism.

"Presidents Roosevelt, Truman, Nixon, Ford, Carter, and Reagan, recognizing the diplomatic importance of the Vatican, chose to appoint personal representatives to the Vatican, and this awkward charade continues."

Ambassadors' amendment

The amendment pertaining to ambassadors is aimed at barring them from participating in political campaigns beneath the presidential level, according to its author, Senator Dennis DeConcini (D-Ariz.). Rising

in support of the amendment, Senator Claiborne Pell (D-R.I.), a former Foreign Service officer, observed that the measure "recognizes that an ambassador is the representative of the chief of state and if that ambassador wishes to campaign for or against the presidential candidate he should have the complete freedom to do it. He should not have the restrictions of a civil servant ... I speak personally in this regard because I have in my possession a letter from President Franklin Roosevelt requesting my father who was then a chief of mission abroad to come over and campaign for him. This amendment would not prohibit an ambassador from assisting in such a campaign."

Soviet amendment

The U.S.-Soviet amendment, offered as a "sense of the Congress" measure by Senator Walter Huddleston (D-Ky.), would not be binding on the administration. Mr. Huddleston said in explanation:

"Why should the official presence of the Soviets in the United States greatly exceed our Government's official presence in the Soviet Union? This involves not only the numbers of personnel in each country but, equally to our disadvantage, the disparity in freedom of movement, living accommodations, and working facilities. The conditions for our country's representatives in the USSR are abysmal in comparison to the way the Soviet government's representatives are treated in this country.

"It is estimated that the total number of Soviet government employees in the United States today is about 980, while the number of U.S. Government employees in the Soviet Union is about 320. More than half the Soviet numbers in this country are attached to the UN secretariat and the Soviet, Byelorussian, and Ukrainian missions

to the United Nations, and we cannot change these under UN policies. It is not intended that these Soviet personnel at the United Nations, or the roughly 35 Soviet news media personnel in this country, be included in determining "substantial equivalence" in numbers.

Disparity: more than 100

"However, the official presence of the Soviets in the United States includes not only their accredited diplomatic and consular personnel, but also other Soviet nationals employed by Soviet diplomatic, consular, and commercial establishments. This includes Aeroflot, Intourist, Amtorg, the Soviet Trade Corporation, and other Soviet operations. All such personnel should be counted in determining "substantial equivalence." On this basis there is a disparity of more than 100 between our numbers and theirs. After deleting their approximately 520 Soviet officials currently assigned to the United Nations and about 35 Soviet media personnel, that leaves some 425 Soviet employees compared to our approximately 320 in their country.

"The Federal Bureau of Investigation estimates that some 40 percent of the Soviet Government employees here are trained professional intelligence officers of the Soviet KGB and Soviet military intelligence—the GRU. We believe the time has come to draw the line so that the Soviets can no longer take advantage of the imbalance in the numbers of government employees that has existed for so long. The FBI would welcome this, for a reduction of a hundred or so Soviets, many of whom are KGB agents, would help the FBI in its antiespionage efforts.

Expulsion is not aim

"The amendment does not expel diplomats or consular personnel, thus limiting the risk of possible Soviet re-

taliation against our officials in the Soviet Union now. What the amendment calls for is adherence to the normal and widely accepted principle of reciprocity and equivalency. The amendment makes it possible to lower the ceiling for Soviet official presence by focusing on their commercial establishments, where we have no comparable official establishments in the Soviet Union, and on other nonaccredited Soviet Government employees. The end result of this amendment should also be to help improve conditions for our personnel in the Soviet Union. Insofar as the numbers of Soviet personnel in the United States are reduced, tighter restrictions are placed on their travel, and other conditions are imposed on their living accommodations and working facilities, the result will be to inhibit the ability of Soviet intelligence to operate in this country."

'KGB agents'

Senator Steve Symms (R.-Id.) said in support of the amendment:

"The Soviets have an allowed level of representation in the United States of 320. The United States is allowed only 210 diplomats in the U.S.S.R. What is the reason for this disparity? It is simply the Soviet demand that they be allowed to bring their own drivers, secretaries, and clerks, rather than hire Americans to do these subsidiary jobs. Who are the Soviet chauffeurs, typists, and secretaries? Most of them are KGB agents of espionage, subversion, active measures, and disinformation. The FBI has confirmed this."

The authorization bill containing the amendments would, on clearing the Senate, have to be reconciled with a similar bill, not including the amendments, which has passed the House. President Reagan would then have to sign it. ■

Life in the Foreign Service

Softball is good for you—it makes you THINK!

(Jot that down, joggers!)

By THOMAS D. BOYATT

While playing first base, the author also managed to serve until recently as ambassador to Colombia and to win a promotion to career minister. He is now a foreign affairs fellow at the Foreign Service Institute.

HANDS ON HIPS, the pitcher stared at the batter and grimaced. The Contranal team (Contranal is the Colombia equivalent of the U.S. Office of Management and Budget) had put runners on second and third, wrapping two singles and a steal around one out. Embajada U.S.A., the American embassy team in Bogota's fast-pitch softball league, was behind 5-3 in the late innings and just barely holding on.

The pitcher, who during the week managed the embassy's communications unit, heaved his shoulders in a sigh of relaxation, presented the ball, and brought his right arm around in the 360-degree windmill arc of the fast-pitch hurler. The batter squared around to bunt. The Embajada infield was already in to cut off the run. As the batter moved to bunting position, the first and third basemen charged forward. The ball whistled toward the plate and the batter tapped it down the first-base line. The first baseman, who during the week held a supervisory embassy job, gloved the ball ahead of the batter, who was now running full speed down the first-base line.

Holding the ball in both hands, the first baseman lunged to tag the on-rushing runner. The runner slammed into the outstretched arms of the first baseman—one out—spinning the fielder completely around. As he was spinning and falling, the first baseman cocked the ball behind his ear and, with the momentum of the blow turning him toward home, threw to the catcher. The catcher, who during the week advised Colombian customs

officials on anti-narcotics methods and procedures, took the shoe-top throw and turned to tag the runner from third base who was trying to score. Fortunately, the runner slid right into the catcher's glove—two out. It was a double play; the rally was killed, Contranal's spirit was broken, and Embajada U.S.A. was on the way to a comeback victory.

The diplomatic connection

This vignette summarizes and symbolizes the 23 years of exercise, competition and fun I have had while playing softball during Foreign Serv-

The come-from-behind boys of the Embajada U.S.A. team, in Colombia. From left: Bob Heredia of U.S. Customs, Ambassador Boyatt, Bob Rivero of the accounting unit, communicator Carl Bartholomew, Dennis Greene of the defense attache's office.

ice assignments all over the world. Recent issues of STATE have celebrated the Service's runners and walkers. But now, let's hear it for those who run and walk—and also catch, throw, hit and, above all, think. That's right, think. Because softball is essentially a game of strategy and mental discipline (not unlike diplomacy). The team that consistently makes the right play—not just the play—wins. Over a season, the "heady" team finishes first.

For generations of us, Foreign Service softball began at the Foreign Service Institute, under Joe Carter of its administrative staff. In the '50s and '60s, Joe was coach, organizer, equipment manager, player and, in fact, the soul of the extracurricular baseball operation. His good humor was matched only by his endless patience.





Game in La Paz, Bolivia, finds Marine Cpl. Steve Kause at bat, with political/economic officer Ross Newland catching.

This is an appropriate moment to salute Joe Carter, which I do wholeheartedly on behalf of hundreds of us amateur "Pete Roses" who played on Joe's teams.

Memories of that era include those of Jim Bostain, our own "Washington Monument," who could hit the ball a country mile when he hit it; Fred Bergsten, with his crew cut, pitching, and trying to hold the opposition to under 10 runs (even then he tended to the big numbers); and numerous others.

'Hawk' and 'Gentleman John'

In those years, the Bureau of Intelligence and Research dominated the action. I remember two players well: Hawthorne "Hawk" Mills, who possessed a weird run; and "Gentleman John" Kimball, who will never be forgotten by anyone who batted against him. Soft-spoken and kind, John was a terror when he wound up

to pitch—he had speed, stuff and control. One of the highlights of my career was a single to right-center off him which drove in a run, in a game in which we held Intelligence and Research to a mere 5-1 victory.

After the Foreign Service Institute, my baseball/softball peregrinations were like the international version of the minor leagues—three seasons with the Velocidad Club in Antofagasta, Chile, followed by two seasons in Luxembourg (we played there on those rare occasions when it didn't rain), then back to the institute.

And then I got lucky. During the ensuing 16 years, every one of my Foreign Service posts boasted a colorful and challenging softball circuit. Even now I recall teams, players, games and particular plays with that mellow af-

fection which afflicts old-timers.

Take Cyprus, for instance. In the '60s and early '70s, a large U.S. presence provided players for four teams. The league was augmented by Canadian army contingents with the UN force. The contingents rotated every six months, providing a steady stream of regimental teams—and what teams they were! Imagine the fun of playing against the Fort Gary Horse; PPCLI (Princess Patricia's Canadian Light Infantry, for you non-cognoscenti); the Canadian Black Watch; and, of course, the lovely "Van Dooz," the French speaking (sort of) 22eme Regiment Royal. The league was extremely well organized: stands, dugouts, public address systems, statistics, the works. And all of this on an island of unmatched beauty and quite good wines.

The 'Gang'

In Santiago, Chile, an embassy

picnic led to formation, by spontaneous combustion, of the "Over the Hill Gang." A group of more or less senior officers, we challenged the guys in the Marine House and beat them in a doubleheader. Next, the "Gang" defeated an all-military team. Then AID fell. Within weeks, every team in Santiago wanted to take on the "Over the Hill Gang." The challenges poured in over an 18-month period. We defeated all comers: a Chilean all-star team, the U.S. businessmen, the Marines again, etc.

Finally, a young AID officer challenged the "Gang" with a "secret" team. On the appointed day we showed up to discover that the opposition was composed of several young, strong, superbly conditioned and clean-cut young men. Our challenger had rounded up all the Mormon missionaries in Chile. They were the antithesis of the "Gang." Half of our team smoked cigars while playing. Our infield outweighed the entire missionary team—and not with muscle.

Conditioning? One of our guys once pulled a muscle getting out of his car. But the "Gang" hung in there. We were behind every inning but the last one, when we pushed across a pair to win 6-5. And with that, "Wily Wiley," "Big Duane," "Bear," "Slew-foot Adkins" and the rest retired undefeated and passed into legend.

On to Africa

While in Santiago, I read an International Herald-Tribune article about a fabulous softball league thriving in the middle of West Africa's wastes. There was even a picture of an Embassy Dakar outfielder making a catch under a majestic baobab tree. Next thing I knew, I was playing first base for "Sahel's Angels," Embassy Ouagadougou's entry in WAIST—the West African International Softball Tournaments.

The league worked this way:

Communicator *Dick Kwiatowsky* slams one in Niamey, Niger, in 1979.



twice a year on a long weekend, a participating embassy would sponsor a tournament—putting up visiting players; providing umpires, etc., for four or five games; and hosting two or three dances/dinners/parties. Given the necessity of maintaining morale and generating local entertainment in West Africa, WAIST served many purposes—all positive. I salute Ouagadougou's "Sahel's Angels," Nouakchott's "Camel Lot," Bamako's "So So Mali Beaux," Niamey's "Whales, Tails, Chowder & Marching Society" (I never understood it, either) and the other gallant clubs of the world's most minor league. May your WAISTS go on forever.

And that brings me to the autumn of my career and the Embajada U.S.A. team. For several years the embassy team has been an integral part of Colombia's active softball scene. In my time—because of our fancy uniforms or because we were Spanish-speaking "gringos" or whatever—every team in the country wanted to play us. Medellin, Villavencio, Barranquilla, Cartagena and Cali—all invited us and hosted us. Embajada made a lot of friends for the embassy.

What it's all about

During a tournament last April, just before my departure from Colombia, the Embajada team was warming up and interacting with the fans (joking with the spectators, signing autographs, kissing babies—that sort of thing). One of my counselors was watching, and he suddenly remarked in a loud voice: "Mr. Ambassador, the last time I saw an ambassador play was in 1968. He was trying to beat out a bunt and had a heart attack and died on the spot."

Suddenly, it was very quiet and the troops were all looking at me.

"Well?" I snarled.

"Well, what?" he asked.

"Was he safe or out?"

In the laughter that followed, every softballer was thinking the same thing: It's the only way to go. ■

News Highlights

11 in Senior Executive Service win pay awards

Eleven career members of the Department's Senior Executive Service (SES) have been named recipients of Department performance pay awards for fiscal year 1983.

The winners were named by independent Performance Review Board panels which considered eligible members from the Office of the Legal Adviser in one competition group and SES members from other bureaus of the Department in a separate competition group. The awards are prorated between the Department's two competition groups on the basis of the number

of career SES members in each. Four members from the Legal Adviser's Office and seven from other bureaus were selected for performance awards ranging from 11% to 18% of base salary. The performance pay recipients are:

David A. Colson, assistant legal adviser, Office of the Legal Adviser.

John R. Crook, assistant legal adviser, Office of the Legal Adviser.

James B. Devine, deputy assistant secretary for nuclear energy and energy technology affairs.

Roger B. Feldman, comptroller, Office of the Comptroller.

George S. Harris, director, Office of Analysis for Near East and South Asia, Bureau of Intelligence and

Research.

Barry Kefauver, executive director, Bureau of Oceans and International Environmental and Scientific Affairs.

Joseph H. Linnemann, director of financial systems, Office of the Comptroller.

Michael J. Matheson, deputy legal adviser, Office of the Legal Adviser.

James A. Michel, deputy assistant secretary, Bureau of Inter-American Affairs.

John T. Sprott, deputy director, Foreign Service Institute.

C. Thomas Thorne, deputy assistant secretary for assessment and research, Bureau of Intelligence and Research. □



Merit pay seen as leading to higher salaries

Merit pay for federal white collar employees "could result in significantly higher salaries for top performers than the present system," Donald J. Devine, director of the Office of Personnel Management, said recently.

His comment came in releasing a pamphlet, "Significant Progress in Pay-For-Performance," for distribution to Government managers and the general public. The pamphlet examines

INTELLIGENCE AND RESEARCH—Ambassador *Herman J. Cohen* gives his payroll deduction pledge to *Marian Dickerson* for the Combined Federal Campaign, becoming the Department's first contributor. He urged campaign workers, when soliciting contributions from their colleagues, to suggest payroll deduction pledges as "the best and most effective way of contributing."

Regulations on giving

Final regulations on solicitation of Federal civilian and uniformed services personnel for contributions to private voluntary charitable organizations have been issued by the U.S. Office of Personnel Management. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2429, New State. □

survey and other factual data regarding the performance appraisal system's functioning since its Government-wide implementation in 1981 and the impact of pay-for-performance on federal employees in the Merit Pay Program established by the 1978 Civil Service Reform Act.

"Top performers since 1980 have earned almost three steps higher than they would have under the old system," Mr. Devine noted, "and this clearly shows that the pay-for-performance system will mean significant salary increases for the approximately 25% of employees earning the highest performance ratings. Overall, based on our experience with merit pay, it appears that about 70% of the white collar workforce would earn as much or more than they are now earning, if pay-for-performance were expanded to all 14 million civil servants." □

Change for couriers, medical employees

The under secretary for management has approved the transfer of the counseling and assignment functions for couriers and Foreign Service medical personnel to the Office of Foreign Service Career Development and Assignments. The purpose, said a Department Notice of October 5, is to ensure that all personnel in State's Foreign Service system are counseled and assigned under provisions of the 1980 Foreign Service Act. To this end, the open assignments agreement between the Department and the American Foreign Service Association (AFSA) has been amended, with AFSA concurrence, to read as follows:

"All Foreign Service personnel are assigned through the open assignment process—including, for the first time, all couriers and medical person-

nel. Therefore, all personnel eligible for transfer in 1984 or 1985 should read this message carefully to gain an understanding of the procedures by which assignments will be made. Part I describes open assignments policy and procedure. Part II addresses training. Part III provides special instructions. Part IV gives the bid format."

Medical personnel at senior levels of the Foreign Service will be counseled by Roy T. Haverkamp in the Senior Officer Division, telephone 632-1416. Career development officers for other medical personnel are Richard Dertadian (632-3439) for Grades FS-1 and 2, and Michael Hinton (632-3439) for FS-3, 4 and 5. Career development officers for couriers are Samuel Richardson (632-8135) for FS-1, 2 and 3; John Maysa (632-8136) for FS-4 and 5; and Ruthe Mustard (632-8136) for FS-6 and 7.

Tymeson of Port-of-Spain saves 2 from drowning

Two young men of Trinidad and Tobago were saved from drowning at Maracas Beach when they were rescued beyond the breakers by



Craig Tymeson, who is the new general services officer at Port-of-Spain.

Swimming himself at some distance from the beach there, Mr. Tymeson reached one of the youths who was being pulled out to sea by a strong undertow. The young man gripped Mr. Tymeson's shoulder, who then headed back toward the shore. On the way, the second youth, also in trouble, was likewise able to cling to the American, the post newsletter, Steel Drum, reported.

Scene of the rescue at Maracas Beach.

Mr. Tymeson had had lifeguard training. A member of the Foreign Service nearly three years, he had

arrived in Port-of-Spain less than a month before the incident. □



Questions should be directed to PER/FCA, Room 2328, Main State. □

Management's executive office helps 2 bureaus

The Office of the Executive Director, Under Secretary for Management, has assumed responsibility for all administrative support of the Bureau of Human Rights and Humanitarian Affairs and the Office of Legislative and Intergovernmental Relations (formerly Congressional Relations).

In addition, said a Department Notice of October 5, the executive office retains administrative responsibility for the Offices of the Under Secretary for Management; Director General and Director of Personnel; Comptroller; Medical Services; Combatting Terrorism; Management Operations; Foreign Missions; Equal Employment Opportunity and Civil Rights; Family Liaison; Curator; Small and Disadvantaged Business Utilization; and the White House Liaison Staff. □

Career mobility system features handbook

A career mobility system, featuring a "Career Mobility Handbook" for Foreign Service and Civil Service employees, has been announced by the Department. The system, intended for long-range career planning, has been developed to provide an organized view, for both management and employees, of career options in the Department. Its aim, too, is to encourage employees to gain a better understanding of their skills and interests, and to provide information on what avenues to use in pursuit of career goals.

The handbook is seen as the primary tool in using the new system. Distributed recently to all executive offices and posts, it incorporates into a single reference document information needed to make career decisions. It includes both general information and a section on self-appraisal, to assist employees who wish to make a career change or adjustment. Another section

lists and compares career development programs in the Department, and provides the application procedures for each program.

Part IV lists major occupational profiles for members of the Foreign Service and Civil Service. In this section, an employee can find statistical summaries and methods of advancement pertaining to major occupations, and a brief description of typical duties and qualification requirements for various occupations.

Mary Kincaid of the Bureau of Personnel explained: "For example, if



Mary E. Sisk, secretary, Career Mobility Staff, reviewing the handbook.

you think you may be interested in a career change, you need to determine first what your skills and interests are; second, what's available in the agency; and then third, develop a plan to help you achieve these goals. To do this, you'd use the handbook, starting with Section II—on the career planning process. Reading through this section would help you ask the basic questions essential to an honest self-assessment of skills, interests and values.

"After you've determined where

your interests are, and what your current skills are, you'd turn to Section IV—on occupational information for the Department. This section would help you pinpoint several important issues. It provides a ballpark figure on grade levels and the number of positions in a particular skill or series. This is essential to determining your promotion potential. It tells you what the typical ranges of duties are, the method for advancement and, finally, the qualifications necessary for the series/skill. Using this, you could determine what type of work you're interested in and qualified for, or what you need to do to qualify yourself in the field.

"After you've satisfied yourself on this critical issue, you'd turn to Section III, which offers a breakdown on all the different programs or mechanisms in place to enable you to achieve your goals. There are synopses on each of the programs—for such vital points as the selection process, eligibility criteria and the administering office."

Employees seeking information may contact the Career Mobility Staff, Room 6217, telephone 632-7396. □

Employment opportunities in Department

The Department is recruiting Civil Service clerk-typists, clerk-stenos and secretaries, to work full-time or part-time for 20 to 32 hours per week in permanent positions throughout the Department. Grades and salaries range from GS-2 to 5 (\$4.69 to \$6.43 per hour).

Applicants must have federal Civil Service status, or possess a valid notice of rating issued by the U.S. Office of Personnel Management. The following skills are required: for clerk-typists, a minimum of 40 words per minute in typing; for clerk-stenos, 40 words per minute in typing, 80 in shorthand.

Flexible work schedules may be arranged for some positions. Interested persons should contact Wanda Wienckowski, Employment Information Office, Room 2815 Main State, 632-0581. ■

Appointments

White House says 9 will be named to ambassadorships

4 European, 2 Middle East posts are among those changing hands

PRESIDENT REAGAN, as of mid-October, had announced his intention to nominate nine more ambassadors. The nominations require Senate confirmation. The nine, in alphabetical order by post, are:

—*Argentina*—Frank V. Ortiz Jr., ambassador to Peru, to succeed Harry W. Shlaudeman.

—*Belgium*—Geoffrey Swaebe, U.S. representative to the United Nations' European office in Geneva, to replace Charles H. Price II.

—*Czechoslovakia*—William H. Luers, formerly ambassador to Venezuela, to succeed Jack F. Matlock Jr.

—*Hungary*—Nicholas M. Salgo, chairman of the Watergate Companies, Washington, to succeed Harry E. Bergold Jr.

—*Kenya*—Gerald E. Thomas, ambassador to Guyana, to replace William C. Harrop.

—*Lebanon*—Reginald Bartholomew, U.S. special negotiator for U.S.-Greek defense and economic cooperation (base) negotiations, to succeed Robert Sherwood Dillon.

—*Malaysia*—Thomas P. Shoemsmith, deputy assistant secretary for East Asian and Pacific affairs, to succeed Ronald D. Palmer.

—*Saudi Arabia*—Walter Leon Cutler, ambassador to Tunisia, to replace Richard W. Murphy.

—*United Kingdom*—Charles H. Price II, ambassador to Belgium, to succeed John J. Louis Jr.

Following are biographical sketches of the persons chosen by the President.

* * *

Argentina

Frank V. Ortiz Jr. is a career member of the Senior Foreign Service, class of minister-counselor. He began his career with State in 1951, as assistant officer in charge of Egypt and Anglo-Egyptian Sudan affairs. Two years later



Mr. Ortiz



Mr. Swaebe



Mr. Luers

he was named economic officer in Addis Ababa. From 1955 to 1957 he was a political officer in Mexico City.

Mr. Ortiz returned to Washington in 1957 to become special assistant to the operations coordinator, Office of the Under Secretary. He later held assignments as special assistant to the assistant secretary for inter-American affairs, 1960-61; special assistant to the ambassador, Mexico City, 1961-63; and country desk officer for Spain, 1963-67. After a year's study at the National War College, 1966-67, he was appointed counselor for political affairs in Lima.

In recent years Mr. Ortiz was deputy chief of mission and chargé d'affaires (1973), Montevideo, 1970-73; country director for Argentina, Uruguay and Paraguay, 1973-75; deputy executive secretary of the Department, 1975-77; ambassador to Barbados and Grenada, and U.S. special representative to Dominica, St. Lucia and to the Associated States, 1977-79; and ambassador to Guatemala, 1979-80. Following his tour in Guatemala, Mr. Ortiz was appointed political adviser to the commander-in-chief, U.S. Southern Command, Panama, 1980-81. He then was named U.S. envoy to Peru.

Mr. Ortiz was born in Santa Fe,

N.M., on March 14, 1926. He received a bachelor's from Georgetown in 1950 and a master's from George Washington in 1968. He also attended the University of Madrid in 1950, and American University of Beirut in 1952. From 1944 to 1946 he served with the Army Air Force. He speaks Spanish, French and Italian.

His awards include the Air Medal for Combat Duty, 1946; the Department's Meritorious Honor Award, 1952, and its Superior Service Award, 1964; the Chamizal Medal, conferred by President Johnson, 1967; a second Chamizal Medal, conferred by the Mexican Congress, also in 1967; the Department's Unit Superior Honor Award, 1972; the Grand Cross of the Order of the Quetzal, Guatemala, 1979; the Grand Cross of Civil Merit of Spain, 1980, and the Secretary of Defense Meritorious Civilian Service Medal, 1981.

Mr. Ortiz is a member of the American Foreign Service Association, Sigma Chi fraternity and the Order of Malta. He is married to the former Dolores Duke; they have three sons, Francis, Stephen and James, and a daughter, Christina.

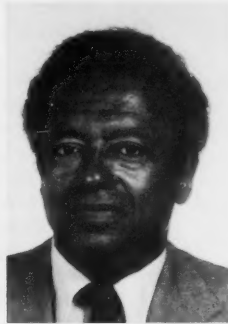
* * *

Belgium

Geoffrey Swaebe was a business



Mr. Salgo



Mr. Thomas



Mr. Bartholomew

executive for more than 45 years before he was appointed the U.S. representative at the United Nations' European office in Geneva, in 1981. He was executive officer with the Florsheim Shoe Co., Chicago, 1936-38; divisional merchandise manager, Thalhimers Department Store, Richmond, 1938-48; general merchandise manager, Pizitz Department Store, Birmingham, Ala., 1948-50; general manager, director and vice president, the Hecht Co., Baltimore, 1950-62; and chairman of the board and president, May Department Stores of California, Los Angeles, 1962-72. From 1972 to 1981 he was a self-employed business and management consultant in Los Angeles.

Mr. Swaebé was born in London on March 23, 1911. He attended Boston University. From 1942 to 1946 he served as a captain in the U.S. Army. He was a commissioner of the Community Redevelopment Agency, Los Angeles, and a member of the Mayor's Advisory Committee. His awards include the Bronze Star and the Italian government's Order of Merit. He is married to the former Mary Mossman; they have a son, Geoffrey Jr.

* * *

Czechoslovakia

William H. Luers is a career member of the Senior Foreign Service, in which he holds the rank of career minister. His diplomatic service began in 1957 with a two-year appointment as consular officer in Naples. From 1959 to 1962 he was in the Office of Soviet

Affairs in the Department, after which he took Russian-language training and area studies at Garmisch, Germany. He was appointed political officer in Moscow in 1963, serving there for the next two years.

In 1965 Mr. Luers became an intelligence research specialist in the Bureau of Intelligence and Research. Two years later, he became an international relations officer in the Department. He went abroad again in 1969 as counselor for political affairs in Caracas. This was followed by a two-year stint, starting in 1973, as deputy executive secretary of the Department. In 1975 Mr. Luers was named deputy assistant secretary for inter-American affairs, and two years later he became deputy assistant secretary for European affairs. He presented his credentials as ambassador to Venezuela in 1978, remaining there until last year, when he went to Princeton as director's visitor at the Institute for Advanced Study.

Mr. Luers was born in Springfield, Ill., on May 15, 1929. He earned a bachelor-of-arts degree from Hamilton College in 1951, and a master-of-arts from Columbia in 1958. He was in the Navy, 1952-56, attaining the rank of lieutenant. His languages are Spanish, Russian and Italian.

Mr. Luers holds the Department's Superior Honor and Meritorious Honor Awards. He belongs to the Council on Foreign Relations and to the Visiting Committee of Harvard's Department of Slavic Languages. His wife is Wendy

Woods Luers. Mr. Luers' family also includes four children and two stepchildren.

* * *

Hungary

Nicholas M. Salgo has been chairman of the Watergate Companies in Washington since 1977. He began his business career in 1933 as a trainee with the Manfred Weiss Co. in Budapest, and later became the firm's export manager in that city and in Geneva. From 1939 to 1948 he was a partner and director of Salvaj & Cie., Geneva, and from 1948 to 1958 he was owner and president of the Indeco Corp., the Coal Credit Corp., and Salvaj & Co., New York.

Mr. Salgo later held positions as executive vice president, Webb & Knapp, Inc., New York, 1950-57; president and chief executive officer, Nurbut Corp., Butte, Mont., 1954-60; founder and owner, Nicholas Salgo & Co., New York, 1959-83; vice chairman and, later, chairman of the Bangor Punta Corp. and its subsidiaries, Greenwich, Conn., 1960-74; and founder and limited partner, Watergate Improvement Associates, Washington, 1960-77. He also was co-owner and president, ZX Ranch, Paisley, Ore., 1966-80.

Mr. Salgo this year was a consultant to USIA for eastern Europe. He was the U.S. delegate to the opening in Budapest of the cultural exchange exhibition, "American Theater Today." He was named by President Reagan this year as a member of the International Private Enterprise Task Force.

Mr. Salgo was born on August 17, 1914, in Budapest. He received doctorates in law and philosophy from the University of Budapest in 1937. His foreign languages are Hungarian, French, German, Spanish, Italian and Swedish. He is a member of the Center for Strategic and International Studies, the International Center for Interdisciplinary Studies of Immunology, the Nature Conservancy, the Washington Opera Society, Washington National Symphony Orchestra support organization, the John F. Kennedy Center for the Per-

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forming Arts, the International Hajji Baba Society, the Chief Executives Organization and the Oregon Historical Society. He has written several articles concerning business education.

Mr. Salgo is married to the former Josseline de Ferron; they have two children, Christine Neville and Miklos P. Salgo.

* * *

Kenya

Gerald E. Thomas served 30 years in the Navy, 1951-81, before he was appointed ambassador to Guyana in 1981. During his career he was on the USS Newman K. Perry, 1951-54, and the USS Worcester, 1954-56; attended Naval School, 1956-57; was assigned to the National Security Agency. From 1960 to 1962 he was executive officer, USS Lowe and, from 1962 to 1963, he was commanding officer of the USS Impervious.

Mr. Thomas became assistant head of college training programs, Naval War College, in 1963. He also attended the college, and became commanding officer of the USS Bausell in 1965. He was executive officer of the reserve officers training unit of Prairie View A & M College in Texas, 1967-69; and professor of naval science at that college, 1969-70. After attending the reserve officers training unit at Yale, 1970, he became commander of Destroyer Squadron 9, 1973-74, and commander, Cruiser Destroyer Group 5, 1974-76. Mr. Thomas then was assigned as director of the Near East and South Asia region, Office of the Assistant Secretary of Defense. From 1978 until his retirement as a rear admiral in 1981, he was commander of the training command of the Pacific fleet.

Mr. Thomas was born in Natick, Mass., on June 23, 1929. He received a bachelor's from Harvard in 1951, a master's from George Washington in 1966, and a doctorate from Yale in 1973. His foreign languages are Russian, German, French and Spanish. His awards include the Defense Superior Service Medal and its Meritorious Service Medal, and the Navy Commendation Service Medal. He is a life mem-

ber of the Organization of American Historians, and a member of the board of trustees, University of San Diego, and of the board of overseers of Harvard.

Mr. Thomas is married to the former Rhoda Henderson; they have two sons, Kenneth Austin and Steven Eric, and a daughter, Lisa Diane.

* * *

Lebanon

Reginald Bartholomew was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1982. Before coming to the State Department in 1974, he held positions in the Department of Defense—as assistant deputy director for European strategic nuclear affairs, 1968-72, and as director of policy plans for National Security Council affairs and the task force on mutual and balanced force reductions.

Mr. Bartholomew became deputy director of State's Policy Planning Staff in 1974, and deputy director, Bureau of Politico-Military Affairs, in 1977. From 1977 to 1979 he was on detail to the National Security Council. He returned to the Department in 1979 to become director of the Bureau of Politico-Military Affairs. He later held assignments as special Cyprus coordinator, 1981-82, and, since 1982, as special negotiator for U.S.-Greek defense and economic cooperation (base) negotiations. President Reagan accorded him the personal rank of ambassador last December.

Mr. Bartholomew was born in Portland, Me., on February 17, 1936. He received a bachelor's from Dartmouth in 1958, and a master's from the University of Chicago in 1960. He is fluent in French, German and Italian. Before his Government career, Mr. Bartholomew was an instructor in social science at the University of Chicago, 1961-64, and also an instructor in government at Wesleyan, 1964-68. Mr. Bartholomew is a member of the International Institute for Strategic Studies and the Council on Foreign Relations. He is married to the former Rose-Anne Dognin; they have four children—

Sylvie Christian, Damien and Jonathan.

* * *

Malaysia

Thomas P. Shoemsmith is a career member of the Senior Foreign Service, in which he has ascended to the rank of career minister. He entered the Department in 1951, working until 1956 as an intelligence research officer in the Bureau of Intelligence and Research. In the latter year he was assigned to Hong Kong as consular officer and, two years later, he went to Seoul as political officer, remaining there until 1960. This was followed by Japanese language training at the Foreign Service Institute and in Tokyo, where he began a two-year tour as political officer in 1961. He then became principal officer at Fukuoka, Japan, serving in this capacity until 1966.

Mr. Shoemsmith returned to the Department in that year as deputy director of the Office of the Republic of China Affairs. He became its director in 1967. Four years later he became a member of the Executive Seminar in National and International Affairs. His more recent assignments have included deputy chief of mission in Tokyo, 1972-77; consul general in Hong Kong, 1977-81; and the deputy assistant secretaryship, which he assumed in the latter year.

Mr. Shoemsmith was born in Palmerton, Pa., on January 25, 1922. He earned a bachelor's degree at the University of Pennsylvania in 1943, and a master's at Harvard in 1951. He was a first lieutenant in the Army during World War II. He is fluent in Japanese.

Mr. Shoemsmith belongs to the American Foreign Service Association. His wife is Martha Houser Shoemsmith. They have two children, Thomas M. and Jo Ann.

* * *

Saudi Arabia

Walter Leon Cutler is a career member of the Senior Foreign Service, class of career minister. He joined the Service in 1956 and held assignments as consular officer, Yaounde, 1957-59;

foreign affairs officer in the Department's Executive Secretariat, 1959-61; staff assistant to the Secretary, 1961-62; political officer, Algiers, 1962-65; principal officer, Tabriz, 1965-67; and political officer, Seoul, 1967-69.

Mr. Cutler was political officer in Saigon, 1969-71, then became an international relations officer in the Department, 1971-73. After a year's study at the Executive Seminar in National and International Affairs, at the Foreign Service Institute, 1973-74, he was assigned as country director of central African affairs. In 1975 he was named ambassador to Zaire. Mr. Cutler later was deputy assistant secretary for congressional relations, 1979-81. He was named a career minister in 1980, and ambassador to Tunisia the following year.

Mr. Cutler was born in Boston on November 25, 1931. He received a bachelor's from Wesleyan in 1953 and a master's from the Fletcher School of Law and Diplomacy in 1954. From 1954 to 1956, he served in the Army. Mr. Cutler is a member of the American Foreign Service Association and the Council on Foreign Relations. His foreign language is French. He is married to the former Isabel Kugel; they have two sons, Allen and Thomas, and a daughter, Frederika.

* * *

United Kingdom

Charles H. Price II held executive positions in banking and industry before he was named ambassador to Belgium in 1981. He has served as chairman of the board and chief executive officer, Price Candy Co., Kansas City, 1955-81; president, Linwood Securities Co., 1958-81; vice president, then chairman of the board, American Mortgage Co., 1959-81; president and treasurer, Charles H. and Carol Swanson Price Foundation, 1969-81; and vice chairman, then chairman of the board, American Bank & Trust Co.

Mr. Price was president, Price Bank Building Corp., 1970-81; and president and chairman of the board, American Bancorporation, Inc.,



Mr. Shoesmith



Mr. Cutler



Mr. Price

1971-81. He also was chairman of several companies in Boise, Id., including Red Steer, Inc., Four H Bros. Corp., H & H Distributing Co., and Hawkins

Take Home, Inc. He was chairman of Red Steer Drive Inns of Nevada, Inc.

From 1979 to 1981 he was president of Twenty-One Central United, Inc., in Kansas City.

Mr. Price attended Wentworth Military Academy and the University of Missouri. He was born April 1, 1931, in Kansas City. He served with the Air Force, 1953-55. Mr. Price has won the Alumni Award of the University of Missouri's School of Business and Public Administration; the Award of Appreciation of the Midwest Research Institute, and the Outstanding Achievement Award of the University of Missouri, Kansas City, Performing Arts Center.

Mr. Price is married to the former Carol Swanson; they have five children—Pickette Virginia Price, Charles Blain Price, Caroline Lee Rhoden, Melissa Marie Rhoden and Charles H. Price III. □

Arms control: new tasks for Goodby, Polansky

President Reagan has announced his intention to give new arms control assignments to James E. Goodby and Sol Polansky. Mr. Goodby would leave the post of deputy chairman, U.S. delegation to the Strategic Arms Reduction Talks, to become chief of the U.S. delegation to the Conference on Disarmament in Europe. Mr. Polansky would move up from the vice chairmanship of the arms reduction delegation to succeed Mr. Goodby as deputy

People at State

The Secretary has appointed **Richard Haass** to be special Cyprus coordinator, succeeding **Christian Chapman**. Mr. Haass will continue to serve concurrently as deputy for policy to the assistant secretary for European affairs ... In the Bureau of Oceans and International Environmental and Scientific Affairs, **Otho Eskin** has been slated for the directorship of the Office for Advanced Technology, while **Brian Hoyle** has been tapped to succeed Mr. Eskin as director of the Office for Ocean Law and Policy ... Following are recent personnel changes in the Bureau of Near Eastern and South Asian Affairs: **Thomas A. Nassif** is deputy assistant secretary ... **William A. Kirby Jr.** is deputy for Middle East negotiations ... **Bryce M. Gerlach** has become executive director ... New office directors are **Brooks Wrampelmeier**, Arabian Peninsula Affairs; **James M. Ealum**, Iranian Affairs; and **Philip C. Wilcox**, Regional Affairs ... **Robert H. Knickmeyer** is coordinator and senior economic/financial adviser, Office of Economic Affairs.

APPOINTMENTS

chairman. Both men would have the rank of ambassador, and their nominations would require Senate confirmation.

Following are biographical sketches of Mr. Goodby and Mr. Polansky.

* * *

Conference on Disarmament in Europe

James E. Goodby was ambassador to Finland, 1980-81. He has been at the arms reduction talks since 1981.

He has held assignments as international relations officer, Bureau of European Affairs, 1969-71; political officer, U.S. mission to NATO, Brussels, 1971-74; and deputy director, Bureau of Politico-Military Affairs, 1974-77. He was deputy assistant secretary, Bureau of European Affairs, 1977-80, before he was named envoy to Finland.

Mr. Goodby was born in Provi-



Mr. Goodby

Mr. Polansky

dence, R.I., on December 20, 1929. He received a bachelor's from Harvard in 1951. He served with the Air Force, 1952-53. His foreign languages are French and German.

* * *

Strategic arms reduction talks

Sol Polansky was deputy chief of mission in East Berlin, 1976-79, before he was named deputy chief of mission in Vienna in February 1981.

He served there until July of this year. He has held assignments as international relations officer, Bureau of European Affairs, 1962-66; political officer in West Berlin, 1966-68; and political officer in Moscow, 1968-72.

From 1972 to 1973, Mr. Polansky was at the National War College in Washington. Following his studies, he became officer-in-charge of Soviet exchange affairs, in the Bureau of European Affairs, 1974-76.

Mr. Polansky was born in New Jersey on November 7, 1926. He received a bachelor's from the University of California at Berkeley in 1950. His foreign languages are Polish, Russian and German. From 1944 to 1946 he served with the Navy. ■

Combined Federal Campaign agencies are working to build a better community. Hand in hand... helping others.



MADRID, Spain—Ambassador *Thomas O. Enders* delivers his arrival statement to members of the Spanish press at the airport.

Book Review

'There is much to be learned from this volume'

Even by 'those ambassadors who think they know it all'

By DEANE R. HINTON

The reviewer has been ambassador to El Salvador, Zaire and the European Communities.

HERZ, MARTIN F., ED. *The modern ambassador: the challenge and the search*. Washington, Georgetown Institute for the Study of Diplomacy, 1983. 216 p. \$12.50 cloth, \$7 paper.

ARE AMBASSADORS an "endangered species"? Or are they critically-needed presidential aides?

Do modern communications diminish the ambassadorial role? Or do they give the ambassador a new tool with which to influence policy formation?



Mr. Hinton

brought in from outside the career service?

For views on these and other questions, such as "What Does An Ambassador Actually Do?", turn to this small volume. It contains some 10 studies of the "operational" aspects of foreign relations. I emphasize that they are not studies of policy questions, but of *operational* matters. It is now, in this useful series (but rather belatedly, it seems to an ex-ambassador) that the institute at Georgetown turns to consider the role of and the qualifications for an ambassador.

Martin F. Herz—who as a Foreign Service officer, as an ambassador and as a scholar, has made many contributions to diplomatic practice and studies—edited this volume before his recent untimely death. He has left us a collection of observations by some two dozen informed commentators. Their

views spice up also-included extracts of significant congressional prints on the subject.

Assuming, for the sake of argument, that ambassadors can still learn, there is much to be learned from this volume. More importantly, this study merits perusal and reflection upon by would-be diplomats, by junior practitioners of the art, and by observers of diplomacy, whether from academia, the fourth estate or the kitchen. Even those ambassadors who think they already know it all will find tidbits to chuckle over—for example, the account of an ambassadorial day taken from a book by Ellis O. Briggs. Mr. Briggs not only was a superlative career ambassador. He could also write—and write wittily.

Is mum the word?

But should an ambassador heed his injunction: "The more experienced the ambassador the fewer public speeches he will make, knowing that of the ills afflicting diplomacy, the most painful are those that result from an ambassador's not keeping his mouth shut?"

Or rather, should he be guided by a British view that appears in this section—that of Lord MacLehose of Beoch: "To be good in a hot embassy an ambassador must be prepared to act the politician and publicist at his own discretion and take the consequences. Of course to do this he must have the confidence of his own government and represent its policy accurately, but the method and timing must often be his own. If relations between countries can be dealt with in confidence in quiet rooms, so much the better, but often they cannot be, and the ambassador must be ready to get movement by going public."

One of the merits of this study is precisely that you will find such differing viewpoints set forth elegantly. In

particular, differences surrounding the issue of career vs. noncareer ambassadorial appointments are examined. In reality, almost all of the book is focused, implicitly and explicitly, on this issue.

What foreign envoys say

Yet I found the views of eight distinguished foreign ambassadors that are included in this volume more interesting for implicit revelations about national diplomatic styles and thinking than for their explicit views about ambassadorial qualifications. On some points, e.g., character, experience and the need for an ambassador to be "credible" and to promote "trust," all agree.

Berndt von Staden, for six years ambassador of the German Federal Republic in Washington, puts the critical point about "trust" this way: "The main precept of the ambassador's activities is fidelity to the policies and interests of his own country. But he can, in the final analysis, only serve these policies and interests effectively if he at the same time solicits and obtains the trust of the host country... An ambassador is certainly not impartial, but he is nonetheless to a certain extent an honest broker."

But I repeat: I found the differences in approach among ambassadorial commentators to be more fascinating than the similarities. After all, what can you really say about character, experience and good judgment other than that they are essential for effective performance as an ambassador, as for almost any other honorable profession?

Is it then accidental that Austria's Karl Gruber notes: "The best ambassadors I have known... have a well-rounded view of the world (*Weltbild*)...?" True enough, but does it tell us anything that it is the representative of a small country who makes this point?

France's Francois de Laboulaye

and Jean Laloy, not surprisingly, attach importance to "science and culture" as well as to more traditional diplomatic concerns. But surprisingly, at least to me, they define "diplomacy" as "the oral aspect of international relations." "In an oral exchange one can suggest more than one could in writing and ... 'interests' can be adjusted or comprehended ..." So much for the vaunted precision of written French, the diplomatic language of times gone by!

Egidio Ortona of Italy sees modern ambassadors, overwhelmed as they often are with high-level visitors, as important "pilots" of these visitors through the "foreign environment." "The ambassador is there to check, channel, patch up, temporize, catalyze, buffer."

Headwaiter status

Our own Kingman Brewster, having experienced the phenomenon of "American movers and shakers showing up in foreign capitals," warns new ambassadors: "They will insist on seeing the headwaiter, and that is you, excellency." He is all too right about the bad news, but the good news is that, as the ambassador, you have an almost unequaled opportunity to meet an incredibly varied and interesting cross section of your fellow citizens.

Japan's Ambassador Hideo Kitahara stresses that, in addition to representing his national interests, but not in a "narrowly nationalistic" manner, a good ambassador "must always bear in mind that every country is part of an international system and that the future of the world depends on at least a tolerably good functioning of that system."

I could go on, citing passages from Canadian and American ambassadors who seem to see the modern ambassadorial role as almost all-encompassing, at least in substance. As one who has negotiated dog taxes, shipped "killer wasps," pursued murderers and collected rotten cucumbers, amongst other "diplomatic" activities, I agree. But let me leave the subject of revealed national style by citing only

one more example, a British example.

Lord MacLehose of Boech emphasizes teamwork. An ambassador, he writes, "is the head of a family consisting of his staff, and he and its senior members must train, drill, rebuke and encourage them so as to make the embassy a smooth-running machine that can be relied upon to handle efficiently any situation, however important or however trivial."

Exactly. Here is one good argument for the career ambassador, who if he knows anything, knows both that his performance depends on the performance of his staff and that he has a major responsibility for molding that staff and contributing to the formation of future ambassadors.

Career vs. noncareer

Yet this argument, while weighty, is not decisive; nor are any of the other arguments for appointment of career officers as ambassadors decisive arguments. As this book makes clear, there are good points to be made on each side of this rather shopworn argument. While I am second to none in the passion of my feeling that normally career officers should get the nod, I recognize full well, as do most contributors to this volume, that there are and should be exceptions. In the last analysis, it depends on cases.

There is another reason for not pushing the issue too hard: the prerogative of naming ambassadors is the President's. While I applaud instinctively the objective of the draft legislation of Senator Charles Mathias (R.-Md.), to place numerical constraints on the President's ability to name noncareer ambassadors, it is, I think, constitutionally in error. The President's political prerogatives are not to be abridged by statute.

It has long seemed to me that the answer to this vexing question is to be found in somehow convincing each President that he should never settle for second-best in any embassy. That his mark in history, to some extent, will depend on having top-flight ambassadors. That his "margin for error" these

days is not large enough to permit himself the luxury of rewarding otherwise unqualified political allies, campaign contributors or personal cronies. But if inexplicably, by Foreign Service officer standards, he chooses to do so, we must recognize that it is his call. However, the Senate Foreign Relations Committee has a duty to screen nominees in accordance with "national interest" criteria, particularly when a President nominates, on the basis of "political criteria."

'All-American' envoys

That said, would it not be in a President's interest to have an advisory group provide him an objective assessment of the relative strengths and weaknesses of potential ambassadors? Such a group could well measure all candidates against the sound criteria for "non-professionals" set forth in this volume by Gerard C. Smith. Who would challenge his view that David Bruce, Ellsworth Bunker and Mike Mansfield, among others, are of "All-American" caliber?

To help the advisory group, the Department should provide it and the President with an objective assessment of the requirements of each ambassadorial job. As Ellis Briggs aptly remarks, there are no "typical" embassies. Certainly my "role" was markedly different in Zaire than as ambassador to the European Communities. El Salvador, of course, was something else again! Indeed, if the papers under review slight any aspect of the subject, it is this point about the importance of up-to-date "position descriptions."

'Deadly sins'

Finally, any ambassador, any Foreign Service officer, anyone—"Tinker, Tailor, Soldier, Spy"—serious about success in an overseas job, should take to heart David D. Newsom's list of "Seven Deadly Sins." Mr. Newsom writes on Page 54:

"An ambassador is, by the nature of his job, subjected to many pressures and temptations. The most successful

ones will resist and steer a course away from Seven Deadly Sins:

"1. *Parochialism*. Swept away by the persuasiveness and emotions of the capital in which he finds himself, particularly in crisis areas, a chief of mission can become more of an advocate for the host country than for the country that he is supposed to represent.

"2. *Head of State Blindness*. The glitter of a court or a presidential palace can feed the myth that to be successful an ambassador must be obsequious to a foreign head of state; and this in turn leads him to shy away from anything that might be displeasing to the local power holders because it might impair the ambassador's 'close and cordial relations' with them.

"3. *Expatriatism*. The 'I am here to deal with the people of the country' syndrome leads some chiefs of mission to look upon the advent of fellow citizens in their domain as an unwelcome intrusion—forgetting that such citizens are, in the last analysis, their only real constituents.

"4. *Isolation*. Some believe they can most effectively survey the scene in the host country and stay out of trouble by not venturing beyond the chancery and the residence, avoiding contact with all but the elite. That path leads to surprises and disaster.

"5. *Aimless Amiability*. An ambassador is never "off the job." Entertaining guests without an objective related to the task brings little advantage and should not be at the taxpayers' expense. He or she who goes abroad to give parties aimlessly and leaves the 'substance' to the staff might as well have stayed at home.

"6. *Absenteeism*. On the other hand, the chief of mission who wants only the title and prefers to spend most of his time away from his job, perhaps in Florida or California, will be of even less value to the nation.

"7. *Skewed Reporting*. The temptation is strong to tell the capital less than it may need to know—to protect budgets, to avoid creating alarm, or to create a positive image of mission and country. This is, perhaps, the shortest path to sudden unfortunate turns and a loss of credibility."

One ought to avoid these "sins" like the plague. □

Symposium at Georgetown explores role of envoys

The role of U.S. envoys was discussed at a symposium, "The Modern Ambassador: The Challenge and the Search," at Georgetown's Institute for the Study of Diplomacy, September 28.

Speakers included Ellsworth Bunker, institute chairman; Peter F. Krogh, dean, Georgetown School of Foreign Service; Elliot L. Richardson, former ambassador to the United Kingdom; David D. Newsom, institute director; Madeleine K. Albright, director of the Women in Foreign Service Program at Georgetown; William H. Sullivan, former ambassador to Iran, Laos and the Philippines; Lawrence H. Silberman, former ambassador to Yugoslavia; and Charles S.

Whitehouse, former ambassador to Laos and Thailand.

The panel members among them debated two propositions: "In a time of rapid communications and travel, Presidents are better served in critical situations by using special envoys rather than ambassadors on the spot," and "Political ambassadors are more in tune with the philosophy and policy priorities of a President, and are therefore better able to represent the United States in key countries abroad."

Several authors of chapters in the book, "The Modern Ambassador: the Challenge and the Search," recently published by the institute, participated in the discussions. ■

International investments

The Advisory Committee on International Investment, Technology, and Development was to meet November 4 to discuss recent trends in international investment, transborder data flows, energy and development, negotiations on the Transfer of Technology Code, the bilateral investment treaty program, and consumer affairs issues relevant to investment. □



At Georgetown symposium, David Newsom introduces Laurence Silberman to Ellsworth Bunker and Madeleine Albright. In background are Elizabeth (Mrs. Martin) Herz (hands folded) and Charles Whitehouse.

Fire Safety

11 ways to save a life (it might be your own)

These suggestions are very uncomplicated

STEPS YOU CAN take to help reduce the chance of fire striking your job, home, or family were outlined in a Department Notice issued October 5. The suggestions follow:

Each extra second you know a fire exists will give you that much more time to escape. Install *smoke detectors*. Check their operation regularly, according to manufacturers instructions. If the detector goes off, make sure all members of the household heard it and leave. Call the fire department from a neighbor's house. The quicker a fire is reported to the fire department, the better chance the firefighters have of controlling it.

Establish and practice *home fire escape plans*. Make sure all members of the household know where to meet after leaving the building.

Clean up! Items neatly stored are less of a fire hazard. Get rid of things you don't need; they'll only fuel a fire.

Never store or use gasoline in the house. If you must have gasoline about, never have more than a gallon on hand at a time, and store only in a metal container labeled "gasoline." Gasoline produces invisible vapors which seek out ignition sources. These sources may be in the same room or a considerable distance away. Never smoke near gasoline or use gasoline around other ignition points.

Make sure all members and guests of the household *know how to operate the locks* on the doors of the house. If a double-keyed deadbolt is used, put an extra key on a large paddle. If the key is dropped, the large paddle will enable a person to find it fast and get out quickly.

Never reenter a burning building. Most times the person who reenters is killed, and the family member or pet the person went after is safe outside. Stay outside to keep track of family members, and direct firefighters to



where anyone who is missing might be. Firefighters have the equipment to enter a smoke-filled environment and assist any persons who may be in the building.

Stay low! Toxic fumes and smoke are the leading killers during fires. If you must leave through a smoke-filled area, crawl! The air is better near the floor.

If your clothes catch on fire, *drop and roll* to extinguish the flames.

Wherever you go, *plan your escape*. If you go to the movies, a restaurant, or a hotel while traveling, etc.,

look for the exit signs. Make sure you know the way out.

Some area fire departments offer *household fire inspections*. Call your local fire department to see if it can help. The firefighters would rather meet you now than during a fire.

Many people now use alternate heating sources, such as *woodburning stoves, kerosene heaters or gas-fired space heaters*. Use these devices carefully. Strictly follow all manufacturers directions. These devices can produce gases which kill, as well as being fire and burn hazards. ■

Ask Dr. Korcak



This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

MARYLAND SUBURB

We recently purchased a home, and just discovered that the previous owner's wife, who died in August, had active tuberculosis. She lived as an invalid in the room which is now our nine-year-old daughter's bedroom. Is there any hazard of our daughter contracting tuberculosis, or any hazard to our family by living in this home?

A.

Tuberculosis has long been recognized as a contagious, infectious disease, even long before the discovery of the germ in 1882. Immediate and close contact with the air or food-borne organism, as well as repeated ingestion, via cough droplets in the air or contaminated milk, seem to be necessary to contract the disease. Tuberculosis germs appear to be short-lived outside the body. In the past, when thousands of TB patients resided in large sanatoria, studies were carried out on library books, breath-testing devices, occupational therapy implements and other items used by and passed around among the patients. It was never possible to identify or culture the tubercle bacilli (the bacteria that cause tuberculosis) from these items. Clothing and bedding that had been collected for laundering were also free from living organisms. Rooms where patients had been treated on home care treatment were repeatedly examined from

the 1890s until the mid-20th century, with the same negative results. I wouldn't be concerned over the possibility of residual contagion in your house.

Q.

EAST ASIA

I'm at a post where they have excellent plastic surgeons and low fees (by U.S. standards), which leads me to my question: Does the Department pay for "nose jobs" overseas?

A.

No. If surgery is performed solely for cosmetic purposes, we're unable to guarantee payment of bills beyond what your insurance might cover. On the other hand, if the operation on the nose is performed for the treatment of a medical condition you incurred while assigned abroad—for example, nasal polyps or an obstruction in the nasal passages—then we may authorize payment of related bills on a medical basis, as opposed to a purely cosmetic reason.

Q.

MIDWEST FIELD OFFICE

Is it true? An injection into the backbone, instead of surgery, to cure chronic backaches?

A.

Hold everything—it's not quite that miraculous! Yes, there is indeed a treatment option newly approved by the Food and Drug Administration. An enzyme known as chymopapain is injected into the cushion between the vertebrae (bones in the back) in order partially to dissolve the slipped disc. However, this treatment is just for selected patients whose pain pattern includes weakness or pain in one of their legs, as well as a confirmed bulging disc (between the vertebrae)

on a special type of X ray known as a myelogram. For some of these patients, chymopapain injection can be considered an alternative to back surgery. For the usual person afflicted with chronic back pain, the more traditional treatment of good body posture when moving or lifting, a firm mattress, and strict bedrest when flare-ups occur, are the preferred modes of therapy.

Q.

WASHINGTON

I'm always confused by news accounts of burn victims. Which burn is the most serious?

A.

In general, burns are in three categories: A first-degree burn is the least severe. The skin is red and painful, but the condition is not life-threatening. If you've ever had a bad sunburn you know the feeling. A second-degree burn destroys the uppermost layers of skin and causes blistering. We sometimes distinguish between superficial and deep second-degree burns because the latter can lead to permanent scarring, may require grafting and, if not cared for properly, may turn into a third-degree burn. The most serious burn of all is a third-degree, in which all layers of skin are destroyed so the cells cannot reproduce themselves. When all layers are gone, the resultant wound is vulnerable to infection. The loss of serum and body fluids through the burn site can lead to shock, and grafting is usually needed. Burns are considered serious when they involve more than 20% of the body and are second- and third-degree. In an elderly or very young patient, burns covering less than 20% can be life-threatening.

Q.

PERSIAN GULF

Our "medevac" city is Frankfurt, but we're paying the extra air fare to have

my pregnant wife travel to New Hampshire to deliver. Our three-year-old will also travel home with my wife at the time of delivery. After the baby is born, what type of children's excursion fares must the newborn and three-year-old use?

A.

All travelers are authorized a separate seat. The baby's fare is paid by the U.S. Government all the way from New Hampshire to your post, not just the equivalent of Frankfurt to your post. The round-trip fares of your wife and three-year-old will be cost-constructed on hypothetical travel from post to Frankfurt, Germany, and return to post.

Q.

EUROPE

Can you please clarify the issue of pregnancy with regard to the new strain of malaria now spreading through East Africa?

A.

This is not a new strain of malaria; it's simply that the mosquitoes are becoming resistant to the malaria-suppressant drug (trade name: Aralen; generic name: chloroquine) used in the past. Because of this, a second drug needs to be taken in addition to chloroquine; that drug is called Fansidar. This is a trade name for two components, both of which are contraindicated during pregnancy and in infants up to age two months. What all of this means is that, if a woman at a post where these drugs (chloroquine and Fansidar) are required becomes pregnant, she immediately becomes eligible for medical-evacuation travel and an eventual separate maintenance allowance, should she choose not to remain at post. She may not remain at post safely without taking both drugs,

and she can't take Fansidar while pregnant with any assurance that there's no potential risk to the fetus. This now, of course, is a major issue for consideration for couples planning a family, and contemplating an overseas assignment in East Africa. At present, chloroquine and Fansidar are recommended for the following African countries because of the presence of chloroquine-resistant malaria: Burundi, Comoro Islands, Kenya (excluding Nairobi), Madagascar, Malawi (excluding Lilongwe and Blantyre, for the present), Rwanda, Somalia (refugee camp areas only), Uganda, Tanzania and Zambia (excluding Lusaka for the present). □

Dr. Korcak's health hints

November is National Diabetes Month

Warning signals of diabetes, according to the American Diabetes Association, include the following. Insulin-dependent diabetes, most frequent in children and young adults, is characterized by the sudden appearance of:

- C onstant urination,
- A bnormal thirst,
- U nusual hunger,
- T he rapid loss of weight,
- I rritability,
- O bvious weakness and fatigue,
- N ausea and vomiting.

These symptoms appear suddenly. *See a doctor immediately.* It could mean life for you or your child.

Non-insulin-dependent diabetes usually occurs after the age of 30. It may include any of the above signs or:

- D rowsiness,
- I tching,
- A family history of diabetes,
- B lurred vision,
- E xcessive weight,
- T ingling, numbness in feet,
- E asy fatigue,
- S kin infections and slow healing.

Any one of these signals can mean diabetes. *See your doctor at once.* □

Alcohol Awareness Program 'Women aren't supposed to be alcoholics'

BY A FOREIGN SERVICE SECRETARY

Recently I celebrated one of the most joyful occasions of my life: 10 years of continuous sobriety, through God's grace and the fellowship of Alcoholics Anonymous (AA). Although my other anniversaries are milestones, too, this one seemed to be particularly poignant. This is my story, but it also could be your story.

When I returned to Washington after a curtailed (by me) assignment overseas, I was certain that I would resign from the Foreign Service. Instead, I decided to accept a Departmental tour. For a long time, alcohol was my problem. However, I didn't want to be an alcoholic, and I continued to deny it—even though all the evidence was there. I'm a single, female secretary and, as we all know, "women are not supposed to be alcoholics." But, I was a bona fide practicing one, and now I'm a happy, recovering one. And it's still a miracle.

The cocktail hour seemed so sophisticated for a long time! But I was becoming drunk when I didn't want to be drunk. And each time I vowed that the next time would be different. Sometimes it was; sometimes I didn't get drunk, but it was never predictable. My life was completely unmanageable, although I would have denied it had you queried me. In fact, when the "posse" (read Department) caught up with me in Washington, I was furious and resentful. I was unaware then that anger, resentment and self-pity were inherent. I also didn't know that I could live happily and serenely without alcohol; I could not envisage even one day without it. What I have now is peace of mind and contentment. The anxiety-ridden days and nights that were so much a part of my life—*suppose "they" come to my apartment while I'm trying to recover from a hangover; how can I explain the "flu" one more time?, etc., etc.—are over.*

There were frequent periods of absenteeism. Finally, after yet another absence from the office, I was sent to one of the Department doctors, who referred me to the administrator of the Department's Alcohol Awareness Program. This man did not call me an alcoholic. Rather, he said: "Rumor has it that you may have a drinking problem. I want you to attend AA for six weeks. If you're not an alcoholic, you will have learned about the disease; if you are, you'll know how to live happily and comfortably without it."

I was livid! How dare anyone mention that I had a drinking problem. I soon realized how foolish I was to think that no one knew (I was not a closet drinker). When I was drinking, my moods alternated between gay, maudlin, belligerent, melancholy—the whole gamut. I had "blackouts," but did not know then the difference between them and passing out. Blackouts are periods of being able to function, but they leave you with absolutely no recollection of what you did. I'm sure my behavior was bizarre, and I'm thankful that I didn't know how I acted during them. I didn't need to add those blackout occasions to my other all-too-vivid remembrances of my behavior.

I would not have called myself a lonely person, but I was. Many times while drinking, I would call all over the country (and overseas) where friends and relatives were—just to hear familiar voices. Some of those calls were nocturnal, made when I was in a blackout—which certainly didn't endear me to the people I called. I was very fortunate that these dear people remained in my life, while at the same time continuing to be concerned and worried about what was happening to me. (With only one exception in my immediate family, I was not banned from their homes, etc., and I'm happy to say that my sister and I have since become reconciled.)

I did not, of course, appreciate any comments regarding my drinking and used to have pat answers: "I'm on home leave"; "I'm tired and the drinks

are affecting me"; "I've been traveling and I'm suffering from jet lag"; and all the other excuses.

When the administrator of the Department's program "escorted" me to that Georgetown meeting, I immediately felt warmth and concern as I crossed the threshold—even though I didn't want to be there! Some of the people who offered to take me to meetings, who wanted to call me and vice versa, have been friends since that evening. And that first administrator of the Department's program became not only my mentor but a dear friend as well.

I refused to acknowledge what I am and would only identify myself by name; I had nothing to add to any discussions, but thank God what I heard finally penetrated. I could no longer deny what I am. It took approximately two months of many meetings until I did say: "My name is _____, and I'm an alcoholic."

I can still remember the relief and the joy I felt at finally admitting that. I only know that, *when I accepted my alcoholism, my life began to change*. I can deal with whatever is happening in my life instead of escaping into the bottle. I have guidelines—a blueprint for happiness. I have the serenity, the peace of mind, the internal calmness that I so desperately wanted for so many years, and it's all in the program of Alcoholics Anonymous. The loneliness that we all experience from time to time is never the degree it once was. I can go anywhere in the world and meet people who have the same love, warmth and concern shown me 10 years ago—and I have!

All I have to do is follow the program of Alcoholics Anonymous, attend meetings and not take that first drink. Although I thought I couldn't exist without alcohol, I find that I don't need it or want it in my life again. I've thrown away that misery, that loathing, that shame and that remorse that usually accompanies alcoholic drinking. A change in my attitude toward so many things has been the greatest blessing (among others)

that has happened to me as a direct result of following the program of Alcoholics Anonymous.

I've been promoted, and I received another overseas assignment approximately one year after I stopped drinking. This would never have happened had I continued drinking. I shudder to think what might have happened to me instead, and death certainly was one of the alternatives. Some of our colleagues have died because they would not stop and, sadly, we know who they are.

That's how I became one of the first women to attend the meetings held at the Department. The two other women were a Foreign Service secretary and the wife of a Foreign Service officer. In those days, having five or six people in attendance at the meetings was a crowd! I literally have cried tears of joy to see so many people, Civil Service and Foreign Service, now attending. I'm overseas and I miss sharing my experience, strength and hope with them each week. However, I'm part of a group who meet in the city in which I am now posted, and I continue my sharing and caring. Watching someone recover, grow and change is awesome!

I sincerely hope I'm "carrying the message" to you; that you won't wait any longer to have what I and so many others have.

I promise you you truly will be happier.

I used to shake my fist at God during my drinking days and say "Why me?" Now, on my knees, I say in all gratitude: "Thank you, God: Why me?" □

Health benefits open season closes Dec. 9

The health benefits open season will continue through December 9. During the period, employees eligible to participate in the Federal Employees Health Benefits Program have the opportunity to enroll, or to change their present enrollment. Changes normally will become effective the first day of the first full pay period in Janu-

ary. For most employees, that will be January 8.

Employees were reminded in a Department Notice that health plan brochures, available in limited quantities for the 1982 open season, would not be reissued in 1983, in lieu of addenda sheets describing plan changes. A limited distribution of last year's brochures, for reference purposes only, will be distributed to health plan coordinators in each personnel and administrative office. □

'Catastrophic' coverage for mental health

Plans participating in the Federal Employees Health Benefits Program will provide, beginning in January, catastrophic protection for inpatient mental health services, "at no increased cost to employees," the U.S. Office of Personnel Management has announced. Mental health benefits for

outpatient services remain virtually unchanged.

The provision of catastrophic protection is tied in with introduction of inpatient mental health deductibles and co-insurance, in the fee-for-service plans. This approach generally will not be applicable to prepaid plans, commonly called health maintenance organizations. Fee-for-service plans will provide annual catastrophic limits ranging from \$4,000 to \$8,000—the maximum out-of-pocket expenses for inpatient mental health care the federal employee or annuitant will have to pay. Once the inpatient catastrophic limit has been reached, most plans will pay 100% of inpatient mental health costs for the remainder of the contract year, up to a maximum lifetime limit ranging from \$25,000 to \$75,000. □

Health insurance handbook

To assist employees during the health insurance open season, Novem-

ber 14–December 9, the Department has purchased copies of "Guide to 1984 Health Insurance Plans for Federal Employees," published by Washington Consumers' Checkbook, a nonprofit research organization. The handbooks will be made available for reference use. Employees who want to buy a copy for their personal use may order one by writing to Health Insurance Guide, 1518 K Street N.W., Suite 406, Washington, D.C. 20005. The price is \$4.95, including postage. ■

Letters to the Editor

—(Continued from Page 1)

ing up the photos with the right owner, anyone claiming the prints and the film should contact me at the Classification/Declassification Center in the Department and describe some of the scenes portrayed.

Sincerely,
ROBERT B. HOUSTON JR. ■



OUAGADOUGOU, Upper Volta—Nurse practitioner *Karen McGuire-Rugh*, right, and sec-

retary *Terri Duncan* receive Meritorious Honor Awards. Flanking them are Ambassa-

dor *Julius Walker*, right, and deputy chief of mission *Anthony Dalsimer*.

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USIA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.

Board upholds dismissal in black-marketing case

S-003(2)—The agency submitted to the grievance board formal charges of misconduct against the officer, and proposed his dismissal from the Service for cause, in accordance with Section 610 of the Foreign Service Act of 1980. That section of the act makes the board responsible in separation-for-cause cases to conduct a hearing and determine whether or not the agency established cause for separation. The agency's action was the first separation-for-cause case to come to hearing before the board since passage of the 1980 statute.

The basic charges against the officer were that he engaged in black market activities at his last post abroad and profited from sale of personal property there; that he improperly used his official position to advance the private business interests of his wife in the host country, and that he lied under oath with respect to these activities.

The charged officer was nearing the end of his tour when the embassy's attention was drawn to his having recently purchased an excessively large number of high-value household items from the Post Exchange. The embassy security officer arranged to visit the officer's home to determine the disposition of the PX items. The visit was at a time when the movers were packing the officer's household effects for shipment to the United States, his onward-assignment country. When

the security officer determined that the PX items were not among the effects to be packed, the charged officer claimed he had entrusted them to his wife's family in the host country for safekeeping. He maintained that the PX items would have been in excess of his weight allowance and he did not have the funds to pay for their inclusion. Further, he claimed that he intended to send for the items when he was better able to afford the expense. On the day following, the security officer's visit, the charged officer made a sworn statement at the embassy acknowledging that he had disposed of the items outside of the normal approved procedures of the embassy. After the charged officer departed the post on schedule, the security officer continued his investigation. His final report to Washington stated that the charged officer had engaged in black-marketing activities, and it contained documents obtained from the local police indicating that, while at the post, the charged officer had used his official position to assist in his wife's private business, contrary to regulations.

When the agency received the final report, it followed up the investigation with security interviews on two consecutive days. On the second day, the charged officer signed a sworn statement in which he contradicted information he had given in his first statement at post, and he admitted that he disposed of the PX items on the black market. He also admitted that he had used his official position to intervene on his wife's behalf with her business contacts in a particularly unsuccessful commercial venture.

Following a prehearing conference and a trip to the host country by representatives of the agency and the charged officer for the purpose of taking a deposition, the board held a hearing. Testimony was given by witnesses summoned by both sides. After carefully reviewing the entire record, the board concluded that the agency had established that there was such merit to its charges as to justify

separating the charged officer for cause.

With regard to the charge of black-marketing activities, the officer's various conflicting accounts of his disposition of the PX items were unconvincing.

With regard to the use of his official position to advance his wife's private business interests, the record showed that the charged officer had been called to task for this activity by his superiors at the post. On one occasion he was made to repay the Government for materials and services which the charged officer utilized for his wife's commercial enterprise. The record also contained a letter he wrote to one of his wife's business contacts in which he explained his having used his diplomatic title on her behalf with another business contact.

With regard to the charge that he lied under oath, the board found that the charged officer knowingly and willfully falsified material facts in matters within the jurisdiction of the federal Government, thus violating U.S. law. His testimony, that he made up "obscure stories" and had told investigators "fairy tales" of events in order to get an opportunity to appear before the Foreign Service Grievance Board to refute events as they actually occurred, is insulting to ordinary intelligence, the board said, and not worthy of a Foreign Service member.

The board concluded that the agency had established that the charged officer's separation from the agency would promote the efficiency of the service. □

'Whistle-blower' was not punished, board finds

G-003(3)—The grievant complained of "... a direct act of reprisal in relation to [his] perceived role as the whistle-blower who instigated an investigation now underway into mismanagement and waste at the [Post A]." As remedy, he requested that his duties and responsibilities should not be diminished, and that those responsible "for this action of reprisal be ap-

appropriately disciplined."

The board ruled that, even if the grievant's activities in criticizing management could be deemed to constitute "whistleblowing" (which seems doubtful), the agency's acts complained of by the grievant did not constitute "reprisal."

The grievant was a part of management. He had the responsibility, according to the work requirements statement, to share in the supervision and direction of the overall administrative functions of [Post A] to assure the office ran smoothly and efficiently. The evidence clearly indicated that his actions were not constructive. They promoted disruption and did nothing to assure smooth operations. The failure of the agency to embrace the grievant's suggestions does not constitute reprisal against him.

The board was persuaded that the grievant was confusing his role—he was part of management and the ability to work productively and cooperatively with all employees and contribute toward an improvement in the management of the [Post A] were essential aspects of his job. He made his efforts in a different direction, and he believed his efforts were met with acts of reprisal. The board could not find that the agency's unwillingness to accept the grievant's suggestions and criticisms as valuable contributions constituted reprisal, nor was there reprisal in the minor change of duties.

The grievance was denied. □

Agency wins open assignment case

G-049(3)—The grievant alleged that the agency violated the Foreign Service Act of 1980 and its own regulations, in its method of filling the position he unsuccessfully sought. As relief, he requested an assignment to the position at issue, or his first choice of the next available position for which he would qualify. When the grievant applied for the position at issue, which was an open assignment, he was informed by his counselor that he had been selected as the most qualified

candidate. Shortly thereafter, the position was filled by the lateral reassignment of a qualified Foreign Service member returning from detail.

The board concluded that the vacancy lists under the open assignment procedures are good-faith projections of agency needs, but do not constitute a commitment to fill a position, replace the incumbent or even adhere to a timetable. The grievant, although bidding in good faith, had to know that there was no automatic vesting of a right to the position, even if he might be found qualified. His career counselor's assurance that he had been selected as the best qualified gave him no rights, though it may have raised unwarranted expectations. Only the signing of Standard Form 50 would have given him rights which he possibly could have enforced.

The grievance was denied. □

Board finds fault with evaluation

G-084(2)—The grievant filed a grievance with the agency protesting what he considered falsely prejudicial material in three candidate evaluation reports (CERs). He requested that the first and third CERs be removed from his personnel record, and that certain paragraphs be deleted from the second one.

The agency determined (1) that there were procedural grounds for the removal of the first CER, and the paragraphs grieved in the second CER; (2) that the rated officer's and reviewing officer's statement in the third CER should be deleted; and (3) that the rating officer's statement in that report should remain.

The grievant appealed to the board, stating that the rating officer's statement contained the same procedural defects as were found by the agency in the first two CERs, and therefore it, too, should be removed. These alleged defects included (1) failure to provide a job description; (2) the rating officer's failure to discuss the grievant's weaknesses with him; (3) the rating officer's request that the

grievant provide him with a random date which could be inserted into the CER, to use as a date when the grievant had been consulted; and (4) the rating officer's failure to discuss the completed CER with him. The grievant further contended that the rating and reviewing officers refused to provide examples of his deficiencies in the CER, despite a request from the embassy's post review panel that they do so.

The board found that all of the grievant's claims were sustainable. Further, the board determined that the rating officer had indicated satisfaction with the grievant's work, and at no time had mentioned any of the criticisms to the grievant which later were brought forth in the CER under study by the board. The board also found it most unusual that the embassy review panel did not insist on the requested examples of unfavorable items and had stated the CER ... "contains no inadmissible comment." The board further observed that the agency did not return the CER to the embassy review panel with instructions that such examples be provided.

Accordingly, the board ruled that the third CER contained the same type of inaccuracies as were found in the first CER which caused the agency to expunge it from the grievant's personnel file. The board ordered the entire third CER to be removed from the grievant's file and directed that the agency place a memorandum in the grievant's personnel performance file explaining the gap caused by the removal of the grieved CERs. ■

The U.S. savings bonds program is vital to the sound management of America's financial obligations. Bonds are a crucial factor in the noninflationary administration of the national debt, and they contribute no small measure to the overall stability of the dollar. Some 60% of the total savings bonds purchased are bought through the payroll Savings Plan by employees who have decided to "Take Stock in America."

Education and Training

Schedule of courses at Foreign Service Institute

Program	Dec.	Jan.	Feb.	Length of course
Administrative training				
*Administrative CORE	—	3,30	27	3 weeks
General Services Operations	—	3,23	21	3 weeks
Budget and Financial Management	—	3,23	21	6 weeks
**Coping with Violence Abroad	5,19	9,23	6,21	1 day
*Prerequisite before taking GSO, PER and B & F.				
**This course used to be available on a walk-in basis. You must now register.				
Consular training				
ConGenPosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	*Correspondence course			6 months
Nationality Law and Consular Procedure	*Correspondence course			6 months
Overseas Citizens Services	*Correspondence course			6 months
*See Airgram A-2653				
Economic and commercial training				
Information Systems Studies Program	—	—	13	20 weeks
Executive development				
*Deputy Chief of Mission Seminar	**			10 days
Advanced Television Workshop	1	—	—	3 days
Executive Performance Seminar	4	22	—	5 days
Supervisory Studies Seminar	4	—	5	5 days
Executive EEO Seminar	Dates to be announced			
*By invitation only				
Political training				
Analytic Reporting Skills	—	—	6	2 weeks
Foreign Affairs Interdepartmental Seminar	—	9	—	2 weeks
Orientation				
Orientation for Foreign Service Officers	—	4	29	6½ weeks
Orientation for Department Officers	—	—	13	1½ days
Orientation for Foreign Service Personnel	—	—	13	1 week
Department Clerical Orientation	—	16	13	5 days
Foreign Service secretarial training				
Foreign Service Secretarial Training	12	—	—	6 days
Foreign Service Secretarial Refresher/ Re-Entry	To be arranged			Individual
First-time Ambassador's Secretary's Briefing	To be arranged			Individual
Clerical workshops				
Managing Words (word processing training)	To be arranged			Individual
Department Correspondence	To be arranged			Individual
OCR Telegram Preparation Workshop	To be arranged			Individual
The Art of Dictation Workshop	To be announced			4 hours
Workshop in the Preparation of Travel Vouchers	To be arranged			Individual
Proofreading Techniques Workshop	To be announced			12 hours Individual
Secretarial skills				
Basic Office Skills	—	—	20	24 hours
Clerical skills				
Stenography Lab	—	10	—	9 weeks
Workshop for Speed and Accuracy	—	9	—	4 weeks

—(Continued on next page)

Symposium on weather, climate: Nov. 16

A one-day symposium on the political and economic implications of predicted changes in the earth's climate; the U.S. National Climate Program; the World Weather Watch; weather modification (precipitation enhancement, hurricane seeding); and related science policy issues, will be held Wednesday, November 16, 8:30 a.m. to 4 p.m., at the Foreign Service Institute. For information, call the Center for the Study of Foreign Affairs, 235-8830. □

Role of intelligence is explored

A five-day seminar exploring the role of intelligence in the formation of U.S. foreign policy will be held, November 14-18, at the Foreign Service Institute.

The course is intended to provide an understanding of the origins, current structure, and operating dynamics of the U.S. intelligence community, and the relationship between it and the foreign policy decision-making process.

It is designed for mid-level policy officers whose responsibilities involve (or will shortly involve) interaction with the intelligence and policy communities. □

Community skills workshop set for Nov. 14-18

A community skills workshop, focusing on mental health and the concerns of Government families living abroad, has been scheduled for November 14-18 at the Overseas Briefing Center of the Foreign Service Institute. There is no tuition. Participants may register for the full five days or for the November 14 session only, which will concentrate on concerns about children.

Topics to be discussed will include stress management, paraprofessional counseling, drug and alcohol abuse and assessment of community needs. The program is designed to prepare candidates for community liaison offices abroad, but is intended also to assist

EDUCATION AND TRAINING

those expecting to participate in community life.

Featured at the workshop will be Dr. Julius Segal, a psychologist at the National Institute of Mental Health, who has written and lectured on stress encountered by children who live overseas. For information on the workshop and on reimbursement for child care expenses in connection with it, telephone 235-8784. □

New incentive: Russian

Russian has been added to the Department's incentive language list, according to a Department Notice of October 3. The action means that, under certain circumstances, employees with tested scores of S-3/R-3 or S-4/R-4, achieved within the last five years, are automatically eligible for salary bonuses of 10% to 15%, respectively, while serving at Russian-language posts. Language tests may be arranged by telephoning 235-8801. □

Historical advisory panel to meet

The Advisory Committee on Historical Diplomatic Documentation will meet on November 10, at 9 a.m. in Room 1408. The committee advises the Bureau of Public Affairs and, in particular, the Office of the Historian, concerning problems connected with preparation of the documentary series entitled "Foreign Relations of the United States."

Certain discussions during the meeting will involve consideration of matters not subject to public disclosure. The meeting will therefore be closed when such discussions take place, at 2 p.m.

Persons wishing to attend the meeting should come before 9 a.m. to the Diplomatic Entrance of the Department.

Questions concerning the meeting should be directed to William Z. Slany, executive secretary of the advisory committee, telephone (202) 632-8888. ■

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length of course
Communication skills				
How to Communicate by Letter and Memo	—	—	6	10 days
English and Communication Skills	—	—	6	40 hours
Fundamentals of Writing for Government	—	—	28	5 weeks
Reading Dynamics	—	9	—	20 hours
Center for the Study of Foreign Affairs				
Foreign Policy Symposia	To be announced			1 day
Science and Technology Symposia	To be announced			1 day

Area studies and language training

Area studies	Dec.	Jan.	Feb.	Length of course
Africa, Sub-Sahara	—	23	21	2 weeks
East Asia	—	23	—	2 weeks
Latin America	—	23	21	2 weeks
Near East and North Africa	—	23	21	2 weeks
South Asia	—	23	—	2 weeks
Southeast Asia	—	23	—	2 weeks
USSR/Eastern Europe	—	23	—	2 weeks
Western Europe	—	23	21	2 weeks
Language and advanced area courses				
Afrikaans	—	—	6	24 weeks
Arabic (Egyptian)	—	—	6	24 weeks
Arabic (modern standard)	—	—	6	24 weeks
Chinese	—	—	6	24 weeks
Danish	—	—	6	24 weeks
Dutch	—	—	6	24 weeks
French	12	9	6	20 weeks
German	12	—	6	20 weeks
Greek	—	—	6	24 weeks
Indonesian	—	—	6	32 weeks
Italian	12	—	6	20 weeks
Japanese	—	—	6	24 weeks
Norwegian	—	—	6	24 weeks
Polish	—	—	6	24 weeks
Portuguese	12	—	6	24 weeks
Romanian	—	—	6	24 weeks
Russian	—	—	6	24 weeks
Serbo-Croatian	—	—	6	24 weeks
Spanish	12	9	6	20 weeks
Swedish	—	—	6	24 weeks
Thai	—	—	6	24 weeks
Turkish	—	—	6	24 weeks
Urdu	—	—	6	24 weeks
Familiarization and short-term (FAST) courses				
Arabic (Egyptian)	—	9	—	6 weeks
Arabic (formal spoken)	—	9	—	6 weeks
Chinese	—	23	—	6 weeks
French (Metrop.)	12	9	6	10 weeks
French (Sub-Sah.)	12	9	6	10 weeks
German	12	—	6	10 weeks
Italian	12	—	6	10 weeks
Japanese	—	—	6	6 weeks
Portuguese (L.A.)	12	—	6	10 weeks
Portuguese (Eur.)	12	—	6	10 weeks
Russian	—	—	6	6 weeks
Spanish (Eur.)	12	9	6	10 weeks
Spanish (L.A.)	12	9	6	10 weeks
Thai	—	—	6	6 weeks ■

Diplo-Crostic No. 23

BY CAROL BECKER

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 22" appeared in the August/September issue; the solution was in the October STATE.)

1J	2E	3a	4B	5J	6G	7S	8V	9C	10P	11U	12F	13H	14J	15X	16Q	17G			
	18K		19N	20R	21Q	22T	23P	24B		25W	26N	27Z	28K	29C	30S	31J	32S		
33C	34O	35G		36I	37M	38L	39O		40T	41Y	42E		43O	44Q	45U	46a	47I	48E	
49K		50Q	51H	52M	53S		54F	55H	56K		57L	58Z	59H		60D	61C	62F	63B	
	64Q	65R	66I		67I	68V	69O	70D	71B		72L	73S	74T	75N	76F	77V	78P	79A	80E
	81Q	82a	83V	84K	85G	86D		87J	88S	89A		90B	91P		92T	93M	94Y	95D	96I
97F		98A	99S	100C	101D	102R	103J	104Y	105B	106T		107M	108A	109P		110P	111a	112I	113W
114S	115M	116V	117N	118Y	119Z		120X	121C	122O		123D	124T	125a		126Y		127J	128a	129X
130N	131A		132L	133V	134H	135A	136R	137C	138W	139X	140G		141K	142M	143N	144W		145S	146F
147V	148P	149Z		150X		151R	152a	153T		154I	156F	156Z		157L	158N	159G	160U		161F
162I	163L	164M		165D	166O		167W	168R	169U	170B		171K	172V	173N		174O	175I	176S	177V
	178J	179O	180Y	181H		182B	183T	184J	185R	186H	187N	188S	189I		190R	191S	192L	193O	
194P	195Q		196a	197C	198H	199M	200B		201F	202R		203V		204A	205N	206J	207Q	208V	209L
	210X	211M	212R		213T	214N	215A	216D	217E										

DEFINITIONS

WORDS

A. Tree common in the Middle East

204 131 98 108 89 135 79 215

B. Figuratively, deliberately obtuse

105 4 200 90 71 170 63 24 182 33

C. Indochinese

9 137 61 29 197 100 121

D. Opportunities for action in sports or politics

165 60 70 95 216 86 101

E. "I am tied to the _____ and must stay the course" (*King Lear*)

80 217 2 48 42

F. Tree which is the source of a yellow dye

201 146 161 12 62 156 54 76 97

G. "Thus let me live _____, unknown" (Pope, *Ode on Solitude*)

6 159 35 17 140 85

H. A place where one can have a close view

134 186 55 198 13 51 59 181

I. Another tree yielding a dye

67 112 36 47 182 66 154 96 175 189

J. Small tree of North America

127 103 1 206 87 178 184 5 31 14

K. As one word, place in office; as two words, at 2201 C Street, N.W.

84 28 49 141 18 171 56

L. Black larch tree

209 132 163 57 72 192 157 38

M. Thumb

115 37 107 93 199 142 211 52 164

N. Bowwood tree (and synonym for Word I)

117 19 143 214 173 75 130 158 187 26 205

DEFINITIONS

WORDS

O. Not committed to a particular person of the opposite sex

69 166 179 34 193 123 174 43 39 122

P. The last lord a-leaping

148 23 91 110 194 10 109 78

Q. "Four things I'd be better without: love, curiosity, _____, and doubt" (Dorothy Parker)

64 207 44 21 16 50 195 81

R. Christian symbols of spring

20 212 102 190 65 168 202 136 185 151

S. Weak spot

32 114 191 88 7 95 53 145 30 188

73 178

T. Tall West Indian tree

22 40 153 92 106 74 213 124 183

U. Palindromic name

11 45 160 169

V. Rebounded

133 147 8 68 116 172 83 77 208 177

W. Gambling game from Macao

167 25 138 144 203 113

X. Mimosa tree

150 139 120 210 15 129

Y. "A mind quite _____ is a mind distressed" (*Cowper, Retirement*)

180 118 104 126 41 94

Z. "Girt me for the _____ with Eternity" (Emily Dickinson)

156 58 149 27 119

a. Colorful tree with two-winged fruit

111 82 3 196 46 152 125 128

Personnel: Civil Service

Promotions

GM-13

McConnon, Caron, Office of Security, Freedom of Information Staff

Mitchell, James M., Office of Facilities Management and Administrative Services

GM-14

Obenstine, Robert L., Foreign Affairs Data Processing Center

Seasword, Mary Sommer, Intelligence and Research, Office of Analysis for Africa

GM-15

Wiant, Jon A., Intelligence and Research, Office of Intelligence Liaison

GS-3

Apostoliti, Carmelina, Passport Agency, Chicago

Butler, Cindy, Passport Agency, Chicago

Powell, Jeannie, Passport Agency, Chicago

Pratt, Vickie Michelle, Economic and Business Affairs, Office of East-West Trade

Raasch, Kathryn Ann, Passport Agency, Chicago

GS-4

Brown, B. Tuyet, East Asian and Pacific Affairs

Brown, Caysandra, Office of Citizens Consular Services, Emergency Center

Carroll, Faye T., Visa Operations, Office of Public and Diplomatic Liaison

Dancy, Michelle, East Asian and Pacific Affairs

Krucelyak, Cynthia R., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division

Miles, Sharon A., Economic and Business Affairs, Aviation Negotiations Division

Monroe, Patrice M., Passport Operations, Office of Program Support

Sinnicki, Marian Jean, Administrative and Clerical Pool

Smith, Pamela A., Office of Citizens Consular Services, Emergency Center

GS-5

Adams, Patricia M., Office of the Under Secretary for Security Assistance, Science and Technology

Harris, Shiketha R., Passport Services

Maher, Shannon M., Economic and Business Affairs, Office of Monetary Affairs

Massey, Valerie Ann, Office of the Comptroller, Financial Operations

Morgan, Merle V., Inter-American Affairs, Office of the U.S. Mission to the Organization of American States

Ross, Yolanda G., Office of the Comptroller, Financial Operations

Saboe, Cynthia Mae, European and Canadian Affairs

Tengan, Jamie Lei, Passport Agency, Los Angeles

Webb, Sharlean, Executive Secretariat, Information Management Section

GS-6

Anderson, Edward T., Foreign Affairs Information Management Center

Boone, Louise T., Passport Operations, Office of Program Support

Bowling, Antoinette Y., Foreign Affairs Information Management Center

Boyd, Barbara J., Foreign Affairs Information Management Center

Brooks, Josephine C., Public Affairs, Office of Public Communication

Hayden, Theresa A., International Organization Affairs, Office of UN Political and Multilateral Affairs

Higgins, Debra Ann, Office of the Under Secretary for Management, Executive Office

Phelps, Jane G., Foreign Service Institute

Ponder, Mary E., Oceans and International Environmental

and Scientific Affairs, Office of Energy Technology Cooperation

Reaves, Diane J., Office of Security, Secretary's Detail

GS-7

Carey, Christine J., Office of the Comptroller, Financial Operations

Delay, Sharon Ann, Intelligence and Research, Office of Intelligence Liaison, Control Division

Douglas, Betty J., Inter-American Affairs

Gibson, Mary E., Office of Communications

Hart, Larry T., Office of Communications

Hawkins, Pauline A., Politico-Military Affairs

Jones, Carol A., Office of the Comptroller, Financial Operations

Mangum, Trilla W., Politico-Military Affairs

McLean, Emma J., Foreign Affairs Information Management Center

Rowe, Norma Page, Foreign Service Institute

Shoemaker, Christine A., Economic and Business Affairs, Office of International Energy Policy, Energy Producer-Country Affairs

Thorne, Denitra R., Foreign Affairs Information Management Center

Whitaker, Evelyn E., Refugee Programs

GS-8

Dhoop, Ruth L., Office of the Legal Adviser

Johnson, Sharon T. Q., Office of the Ambassador at Large

Lamar, Mary C., Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs

Stewart, Joan E., Visa Operations, Office of Field Support and Liaison

GS-9

Connors, Brenda L., Office of Protocol

Cosentino, Blaise P., Passport

Agency, New Orleans

Cunningham, Carolyn R., Bureau of Personnel, Office of Recruitment, Examination and Employment

Morgan Sr., Larue H., Passport Agency, San Francisco

Pitts Jr., Cornelius, Office of Supply, Transportation and Procurement

Workman Jr., Clarence E., Office of Communications

GS-10

Benjamin, Karen A., Office of Communications

Brophy, Barbara Joyce, Passport Agency, Los Angeles

Chan, Anthony, Passport Agency, Los Angeles

Choi, Donna, Passport Agency, Washington

Cucchiaro, Ruby E., Passport Agency, Miami

McCoy, Sheila R., Passport Agency, Washington

McSwiggin Jr., Frederick J., Passport Agency, Boston

Salkin, Martin J., Passport Agency, Houston

Szlosek, Gustav P., Passport Agency, San Francisco

GS-11

Cleveland, Lewis H., Information Systems Office, Systems Design and Programming Division

Laury, Harry L., Office of Communications

Maestri, Joseph C., Office of the Comptroller, Budget and Planning

Weston, Diana Joyce, Public Affairs, Office of Public Programs

GS-12

Ewasko, Stephanie, Office of the Under Secretary for Management, Executive Office

Florence, Richard E., Foreign Affairs Information Management Center, Publishing Services, Graphics Division

Grover, Rose, Foreign Affairs Information Management Center, Publishing Services, Graphics Division

Harnisch, Kevin A., Office of

Foreign Buildings
Rhinehart Jr., Walter L., Office of the Under Secretary for Management, Executive Office

Stinson, Anne T., Foreign Affairs Information Management Center, Publishing Services, Graphics Division

GS-13

Jackson, James K., Intelligence and Research, Office of Analysis for East Asia and Pacific

Levitt, Gregory M., Office of the Assistant Legal Adviser for European and Canadian Affairs

Neher, Susan E., Information Systems Office, User Support Services Staff

Provyn, Frank R., International Organization Affairs, Office of UN Political and Multilateral Affairs

Sandoval, Jane P., Information Systems Office, User Support Services Staff

GS-14

Greene, Richard L., Office of the Comptroller, Budget and Planning

Recachinas, George J., International Narcotics Matters

GS-15

Sestanovich, Stephen R., Office of the Secretary, Policy Planning Staff

Correction

Sharon V. Sims and **Edward E. Thomas**, both of the Office of Facilities Management and Administrative Services, have been promoted to WG-6. Their promotions were incorrectly reported in last month's issue.

Appointments

Archer, Louise Veronica, Passport Operations, Office of Program Support

Atanasoff, Sara, Foreign Service Institute

Austin, Aaron A., Diplomatic Pouch and Courier Operations

Bacon, Claudia T., Medical Services

Bye, Patricia Ann, International Organization Affairs

Campbell, Hugh K., Classification / Declassification Center

Ceccarelli, Sandra Ann, Office of Security, Document Information Systems

Dennison, Carol A., Office of Security, Command Center

Erwin, Joseph L., Central American Affairs

Finn, Nancy Kay, Passport Agency, Washington

Floyd, Alma E., Foreign Service Institute

Formica, Judith Wacaster, Overseas Citizens Services, Emergency Center

Garrett, Patricia Ann, Passport Agency, Washington

Hannan, Mary Catherine, Office of the Comptroller, Financial Operations

Hartley, Charles R., Classification/Declassification Center

Hawkins, Karyn E., Classification/Declassification Center

Holleran, Harriet Turner, International Organization Affairs

Jackson, Jacqueline J., Foreign Service Institute

Jain, Daya P., Office of Communications

Krumm, Donald M., Refugee Programs

Lark, Tanja S., Economic and Business Affairs

Leister, Nancy Marie, Office of the Comptroller, Financial Operations

Martin, Charles M., Intelligence and Research, Office of Analysis for East Asia and Pacific

Long, Patrice E., Passport Agency, Los Angeles

Love, April M., Medical Services

Lowery, Delrita, Passport Agency, Houston

Lueiro, Ana Sandra, Passport

Agency, New Orleans
Maddrey, Lee A., Legislative and Intergovernmental Affairs

Makle, Thomas E., Information Systems Office, Systems Design and Programming Division

McGown, Florence J., Passport Agency, Washington

McNulty, Joseph A., Office of Security

Medas, James M., European and Canadian Affairs

Miller, Annette Dorothy, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Minarick, Jean Ellen, Inter-American Affairs

Mitchell, Darryl Paul, Passport Agency, Chicago

Moody, Brenda Joyce, Passport Agency, Los Angeles

O'Meara, Peter F., Bureau of Personnel, Office of Management

Pasi, Geeta, Bureau of Personnel, Office of Management

Petrola, Richard R., Passport Agency, Boston

Pickering, Margaret S., Office of the Legal Adviser

Pickett, Tracey Charleen, Passport Agency, New York

Pratt, Robin R., Information Systems Office, Systems Design and Programming Division

Prieto, Cira Catalina, Passport Agency, New York

Radsan, Afsheen, Inter-American Affairs

Rapp, Gail, Passport Agency, Stamford

Reynolds, Gerald H., Passport Agency, San Francisco

Roback, Edward A., Information Systems Office, Systems Design and Programming Division

Schwartz, William I., Office of the Legal Adviser

Shamwell Jr., Horace F., Office of the Assistant Legal Adviser for Management

Singer, Eric Harris, Inter-American Affairs

Staton, Juanita, Passport

Agency, New York
Tiller, John R., International Organization Affairs, Office of Communications and UNESCO Affairs

Trottie, William K., Passport Agency, Stamford

Valadez, Jeffrey L., Bureau of Personnel, Office of Management

Velott, Gregory Alan, Information Systems Office, Systems Design and Programming Division

Wenley, Sarah E., Foreign Service Institute

Weron, George S., Passport Agency, San Francisco

Weygand, Anna Laura, Foreign Service Institute

Wilder, Gloria A., Passport Agency, New York

Wright, Denise E., Passport Agency, New York

Reassignments

Alfaro, Loretta A., Passport Agency, Los Angeles to Passport Agency, San Francisco

Beatty, Gwendolyn C., Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs to Oceans and International Environmental and Scientific Affairs, Office of Energy Technology Cooperation

Bowles, Jean, Office of the Comptroller, Budget and Planning to Office of the Comptroller, Financial Operations

Deadwyler, Gregory E., Diplomatic Pouch and Courier Operations to Visa Operations, Office of Public and Diplomatic Liaison

Desantis, Hugh S., Intelligence and Research to Office of the Secretary, Policy Planning Staff

Dowtin, Kim La Juan, Passport Operations, Office of Program Support to Passport Agency, Washington

Hall, Carrie Virginia, Passport Operations, Office of

- Program Support to Passport Agency, Washington
- Harrison, Janet Lee**, Foreign Service Institute to Central American Affairs
- Haskins, Debra D.**, Passport Agency, Washington to Passport Operations, Office of Program Support
- Hollenbeck, Celeste**, Consular Affairs, Public Affairs Staff to Overseas Citizens Services, European and Canadian Division
- Jackson, Carolyn**, Visa Operations, Office of Public and Diplomatic Liaison to Refugee Programs
- Kelly, Debra Anne**, Intelligence and Research, Office of Analysis for Near East and South Asia to Operations Center
- Koblitz, Donald J.**, Office of the Assistant Legal Adviser for Law Enforcement and Intelligence to Office of the Assistant Legal Adviser for Nuclear Affairs
- Levitt, Geoffrey M.**, Office of the Assistant Legal Adviser for European and Canadian Affairs to Office of the Assistant Legal Adviser for Law Enforcement and Intelligence
- McQuade, William M.**, Office of the Assistant Legal Adviser for International Claims to Office of the Assistant Legal Adviser for Management
- Noel, Vonda L.**, Economic and Business Affairs, Office of Development Finance to Economic and Business Affairs, Trade and Commercial Affairs, Office of East-West Trade
- Olson, Peter Murray**, Office of the Assistant Legal Adviser for Nuclear Affairs to Office of the Assistant Legal Adviser for Inter-American Affairs
- Robinson, Twana M.**, International Organization Affairs, Office of International Development to African Affairs, Public Affairs Staff
- Swales, Gloria**, Passport Operations, Office of Program Support to Passport Agency, Washington
- Warnell, Selin Han**, Office of Security, Washington Field Office to Economic and Business Affairs, Office of Development Finance
- Washington, Linda T.**, Passport Agency, Washington to Passport Operations
- Zerden, Mal L.**, Consular Affairs to Passport Operations
- ### Resignations
- Alexander, Theresa Janice**, Passport Agency, Washington
- Andrews, Paulette**, Passport Agency, New York
- Araiza, William D.**, Bureau of Personnel, Office of Management
- Avery, Teresa Y.**, Foreign Service Institute
- Biswas, Indira S.**, Bureau of Personnel, Office of Management
- Bond, Mignon Lizette**, Passport Agency, New York
- Bubnic, Judy Knowles**, Office of Protocol
- Campano, Manuel Salvador**, Inter-American Affairs
- Chatmon, Bettie Jean**, Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts
- Cheston, Sheila C.**, Office of the Legal Adviser
- Chinn, Pamela Yee**, Passport Agency, Seattle
- Coleman, Brenda K.**, Bureau of Personnel, Office of Management
- Correa, Jose L.**, Bureau of Personnel, Office of Management
- Costas-Centivany, Cynthia**, Bureau of Personnel, Office of Management
- Cribbs, Elizabeth A.**, Passport Agency, Miami
- Cromartie, Sharon Ella**, Passport Operations, Office of Program Support
- Crudup, Carlton L.**, Office of Communications
- Curry, Joyce C.**, Public Affairs
- Davidson, Linda Kathryn**, Administrative and Clerical Pool
- De Soto III, Alexander P.**, Passport Agency, Seattle
- Dembski, Madge A.**, Passport Agency, Washington
- Dicesare, Joseph**, Passport Agency, New York
- Dominguez, Jaime L.**, Bureau of Personnel, Office of Management
- Donahue, Lucille A.**, Passport Agency, Washington
- Dubose, Lynn C.**, Foreign Affairs Information Management Center
- Durante, Edward Alexander**, Passport Agency, New York
- Eilertson, Margaret J.**, Inter-American Affairs, Office of the U.S. Mission to the Organization of American States
- Finn, Nancy Kay**, Passport Agency, Boston
- Fleming, Mitchell D.**, Passport Agency, Washington
- Frazier, Rogers**, Passport Agency, Chicago
- Gaither, Sandra R.**, Bureau of Personnel, Office of Management
- Gallent, Rochelle Louise**, Foreign Service Institute
- Galligan, Clement J.**, Passport Agency, Philadelphia
- Glanz, Michael N.**, Office of the Legal Adviser
- Gonzalez, Jose Hipolito**, Passport Agency, Miami
- Gregory, Darryl Lorenzo**, Office of the Comptroller, Financial Operations, Travel Claims Division
- Hargrove, Lashaun Diane**, International Organization Affairs
- Harris, Lanita Loyce**, Passport Agency, Houston
- Harris, Sherri L.**, Bureau of Personnel, Office of Management
- Hinkle, Twana Gail**, Passport Agency, Miami
- Hughes, Reginald T.**, Bureau of Personnel, Office of Management
- Hughes, Richard A.**, Foreign Service Institute
- Hyater, Yvette A.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments
- Jackson, James K.**, Intelligence and Research, Office of Analysis for East Asia and Pacific
- Jefferson, Paul**, Bureau of Personnel, Office of Management
- Joseph, Donald E.**, Bureau of Personnel, Office of Foreign Service National Personnel
- Kegley, Lorie Ann**, Visa Operations, Office of Public and Diplomatic Liaison
- Lee, Charles C.**, Passport Agency, Chicago
- Medas, James M.**, European and Canadian Affairs
- Meukow, Sonja W.**, Foreign Service Institute
- Morgan, Michelle Ann**, Passport Agency, Washington
- Nakagawa, Hajime Jimmy**, Passport Agency, Los Angeles
- Pugh, William H.**, Classification/Declassification Center
- Reddon, Bessie E.**, Office of Security, Washington Field Office
- Reese, Sherry L.**, Passport Agency, Seattle
- Russi, Eric R.**, Inter-American Affairs, Office of the U.S. Mission to the Organization of American States
- Skrobisz, Margott L.**, Office of the Comptroller, Financial Operations
- Sodhi, Cecilia K.**, Economic and Business Affairs, Office of International Energy Policy, Energy Consumer-Country Affairs
- Sontag, John Philip**, Intelligence and Research, Office of Analysis for East Asia and Pacific
- Soper, Nancy Ann**, Refugee Programs
- Stern, Eve Center**, East Asian and Pacific Affairs
- Stevens, Mark Anthony**, Administrative and Clerical Pool
- Tahtinen, Dale R.**, Economic and Business Affairs, Office



of International Resources and Food Policy
Thompson, Samuel, Office of the Ambassador at Large and Special Assistant to the Secretary of Non-Proliferation and Nuclear Energy Affairs
Treacy, Kathleen Marie, U.S. Mission to the United Nations
Wapensky, Russell, A., Economic and Business Affairs
Wheeler, Diane M., Office of Security, Los Angeles Field Office
Williams, Carl Lindsay, Passport Operations, Office of Program Support
Willis, Rosalind Denise, Administrative and Clerical Pool

Retirements

Barrero, Manuel A., Foreign Service Institute, School of Language Studies
Colbert, James L., Soviet Affairs

Finn, David, Office of Communications
Lucas, Jean M., Passport Agency, New York
Wyman, Charles M., Office of Citizens Consular Services, Inter-American Division □

Guidance: buy-back of annual leave

New guidance is being issued to correct confusion caused by the buy-back of leave by an employee who has suffered a work-related injury or illness and has used annual leave while awaiting a decision of entitlement to workers' compensation payments. At times, an employee may unwittingly buy back annual leave which immediately becomes subject to forfeiture, since it is in excess of the maximum authorized accumulation (usually 240 hours), or the employee may

buy back annual leave which cannot be restored since the two-year limitation for use of previously restored leave has expired.

The new guidance, Federal Personnel Manual Letter 630-31, dated October 6, 1983, "Buy Back of Annual Leave; Workers' Compensation Program," explains how leave records are reconstructed upon buy back of annual leave and points out the responsibility of the agency to advise an employee of that leave which will be forfeited if the employee buys back excess leave. For information contact Compensation Group, Office of Pay and Benefits Policy, Advisory Services Branch, 1900 E Street, N.W., Washington, D.C. 20415. □

Pay regulations

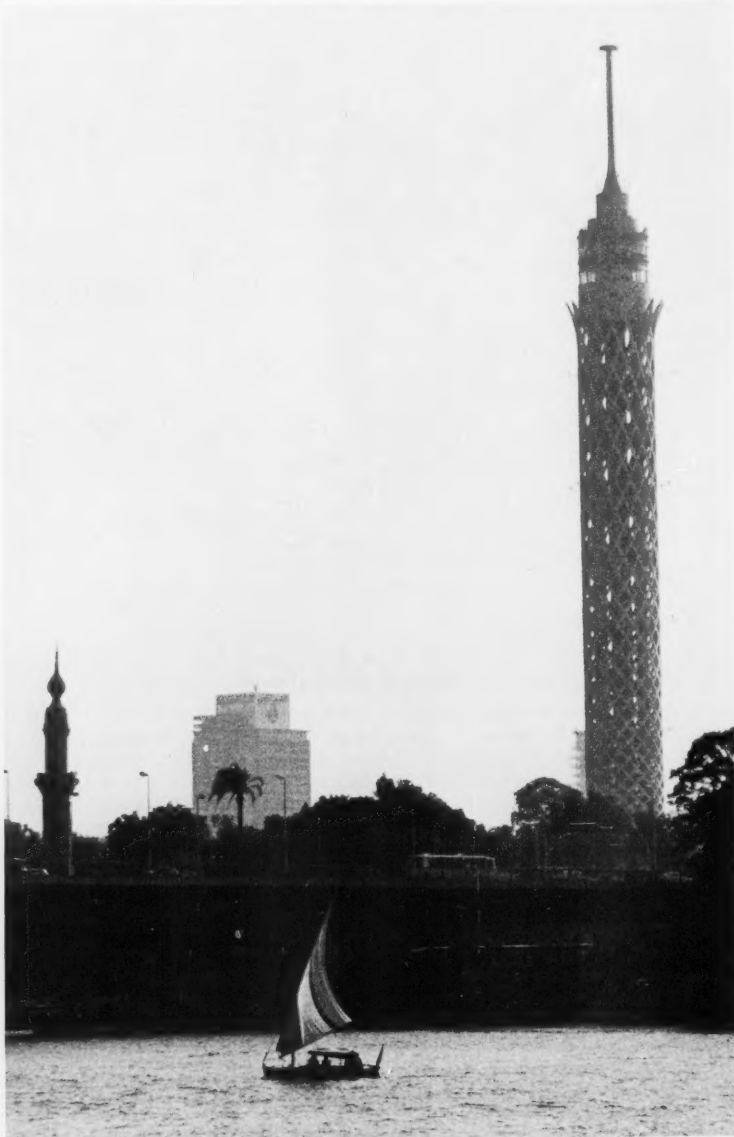
Final regulations on the

FOREIGN SERVICE INSTITUTE—Members of the clerical orientation class tour the Diplomatic Reception Rooms. First row, left to right: *Linda Roots, Lanette Ware, Beverly Devlin, Ila Sailer, Kelly Vogel, Judith Brown, Kathy Hannon, Wilma Hegens, William Farah*. Second row: *Paul Thornton, Harriet Holleran, Audranette Jackson, Donna Garrett (faculty), Jeffrey Horkey, Carol Dodds, Donna Chick*. (Photo by Tom Bask)

premium pay provisions of Title 5, U.S. Code, and the overtime pay provisions of the Fair Labor Standards Act, for the treatment of fractional hours of overtime work, have been issued by the U.S. Office of Personnel Management. The complete text of the final regulations is available for review in the Office of Civil Service Career Development and Assignments, Room 2429, New State. ■

Post of the Month: Cairo

THE FOREIGN SERVICE people at this U.S. embassy find themselves in the ancient land of Egypt, where the pharaohs used to rule and where the pyramids still stand. The capital, Cairo, is at the base of the Nile River delta. This is another installment in *STATE*'s continuing series. (Photos by Tom Hartwell, unless otherwise noted)



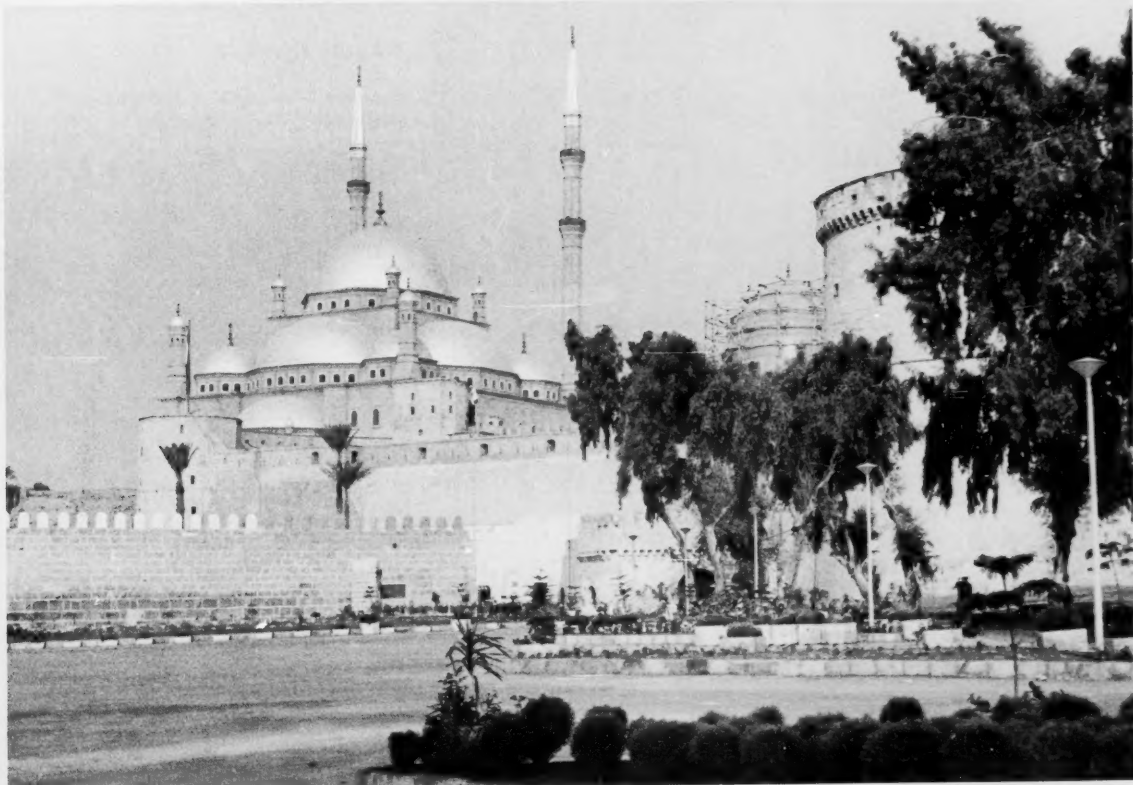
Construction project: Here, in 1986, will stand the new embassy chancery.

The Millennial Falucca, an enduring form of river transportation since Pharaonic days, moves upstream near the Cairo Tower.



Egypt's Nagy Shalla, Mrs. Betty Atherton, Ambassador Alfred L. Atherton, Jr. and AID's Michael Stone at start of construction of new school in the village of Fedan El-Feki. (Photo by Khaled Abou Seif)

Mosque of Mohamed Ali, built in the 19th century, dominates the 12th-century Citadel, headquarters of Richard the Lion-Hearted's nemesis, Salah al-Din, Defender of the Faith.





The wild bunch rides again! (Photo by John Holland)

AID staffer Nelly Naguib.

Motorized river boats are available for inexpensive sightseeing along the Nile.





Travel officer *Ron Olsen* and Office of Military Cooperation deputy chief Col. *Shaun Malloy* quaff a beer at week's end, at the Marine House. (Photo by *Edmund Hull*)



The thousand-year-old Al-Azhar Mosque, at the heart of Al-Azhar University.



Marine Sgt. *Armando Escobedo*, en route to victory in just over three and one-quarter hours. He won the 1983 Pyramids Marathon. (Photo by *Charles L. Constance*)

POST OF THE MONTH: CAIRO

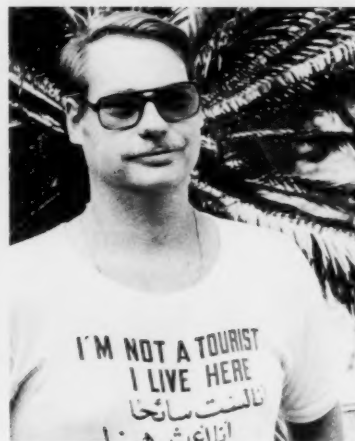


Economic secretary *Bobby Eason* steering a "ship of the desert!"

Yehia Ahmed Mohamed and *Gaber Abel Moghni Marawan* on their daily messenger rounds.

Embassy children at Cairo American College, where the pool operates 12 months a year.





Allen Keeler of the Technical Assistance Field Team.

Morning recess at Cairo American College.



Ambassador Alfred L. Atherton Jr., left, and Egyptian President Hosni Mubarak, center, at firing-up of the Abu Sultan Power Plant, an AID project.

Administrative counselor Nick Baskey, left, and the deputy director of the Joint Administrative Office, John Popovich, right, make survey prior to renovation of American Cultural Center. Between them is Information Center director Rob Laing.



POST OF THE MONTH: CAIRO



In the blazing saddles are deputy chief of mission *Henry Precht* and his wife *Marian*. Embassy staffers *Mohamed* and *Sayed* (wearing neckties) have come along for the ride. (Photo courtesy of *Marian Precht*)



Sohair Bayoumi, ambassador's protocol secretary.



Ahlan wa Sahlan (welcome).



The traditional and the modern: Embassy staff members await morning shuttle outside their apartments.



Applying domino theory in the field are political officer *Ken McKune* (in mufti) and deputy chief of mission *Henry Precht*, right. Economic officer *Liz McKune* and embassy staffers *Hassan Aly* and *Sayed* are kibitzers. (Photo by *Marian Precht*)



Ambassador's executive secretary, *Helen Kamer*, inspects "authentic" Pharaonic chair.

Farouk Saleh, with *Khalid Shazli* and *Delandro "Foote" Walker*, making sure the mail gets through.



Nadia Rizk with the post reference collection, which she manages.

POST OF THE MONTH: CAIRO

Food specialists *Ahmed Hassan, Reda Ragheb, Sobhi Mohamed Awad, Khaled Shazli, Adli Wahba, Sami Adli, Mamdouh Khala.*

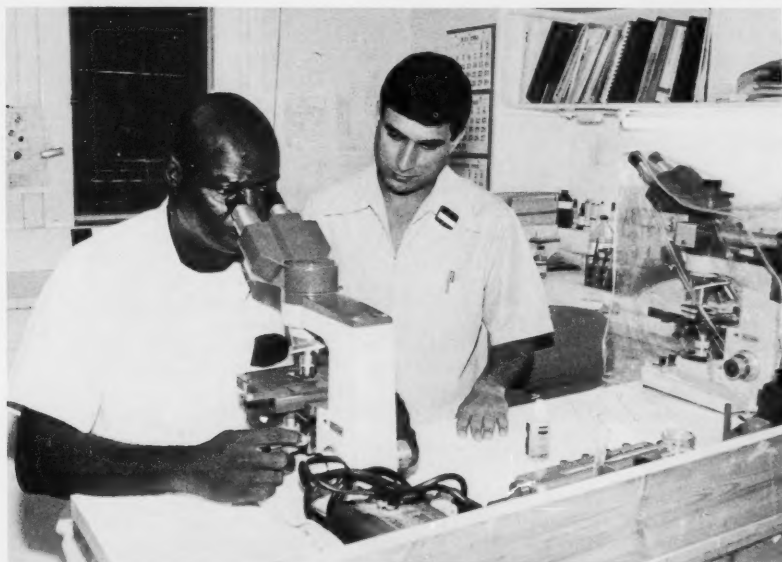


Ceta Amato and daughter Elita on a Community Liaison Office field trip. (Photo by Edmund Hull)



Consular staffer Azmy Entose.

Nurse Alice Wassili in the embassy health unit.



Laboratory technicians *Robert Griffin* and *Abass Muhammed el-Leithy*, two of the health unit's full-time staff.



Mary Clare Penney teaching at Cairo American College.



Acrylic paintings and jewelry by *Beryl Dee Vrebalovich* were exhibited at the American Center. ■

Personnel: Foreign Service

Appointments

Brown, Diane J., Bucharest
Colwell, Luz Marina, Havana
Fenzi, Jewell, Port of Spain
Finkelstein, Phyllis Ann, San Salvador
Hjelt, Mary Christine, Kingston
Hopkins, Grace Schuman, Montevideo
Kelly, Maria J., Panama
Manfre, Allen J., Office of Communications
Martin, Charles E., Maputo
Minutillo, Maryann J., Asuncion
Patterson, William S., Lome
Schollert, James T., Economic and Business Affairs, Textiles Division
Shipley, Alicja Eva, Guayaquil
Smith, Jacqueline R., Madrid
South, Odalia M., Santiago
Staszak, Kathleen Walker, Mexico
Telles, Martha C., Hermosillo
Weathersby, Barry R., Office of Communications

Transfers

Aggrey, O. Rudolph, Intergovernmental Assignment to Bureau of Personnel
Alexander, Leslie M., Spain to Porto Alegre
Allen, Burton O., Foreign Service Institute to Madras
Arvizu, Alexander A., Korea to Osaka-Kobe
Awantang, Mary E., Liberia to Kinshasa
Bader, Jeffrey A., China to U.S. Mission to the United Nations
Barmon, Kathleen W., Training Complement to San Salvador
Barrett, Frank J., Germany to Toronto
Baskey Jr., Nicholas S., Ankara to Cairo
Basora, Adrian Anthony,

Economic and Business Affairs, Office of International Finance and Development to Paris
Bastiani, Carl A., Poland to Turin
Battle, Vincent M., Syria to Muscat
Becker, Gloria C., Cameroon to Nouakchott
Beecham, Susanne E., Bureau of Personnel to Bombay
Behnke, Paul E., Trinidad-Tobago to Special Domestic Assignments Program
Bellinger, Earl W., Cairo to Brussels
Benson, Edward L., Ghana to Abidjan
Benton, Jonathan S., Romania to European and Canadian Affairs
Benzinger, Robert A., Taiwan to Inter-American Affairs, Office of Regional Economic Policy
Berg, Edward A., Visa Services, Office of Public and Diplomatic Liaison to Foreign Service Institute, Language Training
Berlin, Shelley Elise, Canada to European and Canadian Affairs
Birmingham, James F., Germany to Office of Security, Foreign Operations Division
Blackburn Jr., Robert Q., Afghanistan to The Hague
Blackford, Peggy, Bureau of Personnel, Office of Foreign Service Career Development and Assignment to South African Affairs
Blaney III, Harry C., Intergovernmental Assignment to Refugee Programs
Bodine, Barbara K., Iraq to Special Domestic Assignments Program
Bodnar, James S., Intelligence

and Research, Office of Analysis for Eastern Europe to Foreign Service Institute, Language Training
Boehm, Richard W., Turkey to European and Canadian Affairs
Bofinger, Paul Carl, Office of the Legal Adviser to Foreign Service Institute
Boggs, William D., Netherlands to European and Canadian Affairs
Bresler, Ralph Edwin, Near Eastern and South Asian Affairs, Office of Arabian Peninsula Affairs to Central African Affairs
Brooks, Vanessa C., Thailand to Monrovia
Brown, David G., China to Oslo
Brown, Marvin S., Japan to Foreign Service Institute
Brown, Roger L., Office of Security to Bucharest
Bruce, Robert L., West African Affairs to African Affairs, Public Affairs Staff
Bruce, William H., Office of Communications to Frankfurt
Brunetti, Arthur H., Italy to Kinshasa
Bruns, Judson L., Germany to Foreign Service Institute
Buck, Stephen W., Oman to Foreign Service Institute
Burke, Marie D., Foreign Service Institute, Language Training to Florence
Burns, R. Nicholas, Training Complement to Cairo
Butler, James L., Portugal to Kigali
Cabanillas, Mary S., Mexico to European and Canadian Affairs
Calanni, Angela J., European and Canadian Affairs to Office of the Inspector General
Campbell, Neil Howard, Bu-

reau of Personnel to Legislative and Intergovernmental Affairs
Carter, Dennis F., Peru to Foreign Service Institute
Cary, Anne O., France to Foreign Service Institute
Chisholm, Kathleen, Soviet Union to Madrid
Clare III, Daniel H., Peru to Office of the Counselor
Clare, Gwen C., Peru to Foreign Service Institute
Clower, Loyce D., Costa Rica to Rangoon
Coffey, Steven James, Soviet Union to Foreign Service Institute
Cole, William A., Korea to Office of Security
Collins, Peter, Greece to Foreign Service Institute, University Training
Colvin, Margaret E., Foreign Service Institute, Language Training to Munich
Conner, John G., Greece to Port of Spain
Cook, Marvin C., Greece to Frankfurt
Coubrough, Betty J., Germany to Reykjavik
Crane Jr., William Holmer, Brazil to Foreign Service Institute
Cushing, Henry B., Refugee Programs to Manila
Dally, Daryl Rae, Colombia to Mexico
Dalrymple, Myra F., Venezuela to Montevideo
Dane III, Ernest B., Haiti to Inter-American Affairs
Dattel, Marion A., Pakistan to Vienna
Davis Jr., John R., Eastern European Affairs to Warsaw
Davis, Guy J., Office of Supply, Transportation and Procurement to Bonn
Dehner, Marie, Germany to Panama

Transfer Tremors

I was almost transferred to BAGHDAD, but an interest in the IRA Question made me a more suitable candidate for Belfast.

I was almost transferred to TORONTO, but I said I wanted to GO ON TA' RIO de Janeiro.

I was almost transferred to BOMBAY, but as it wasn't what I had in mIND I Asked to have it changed.

by ebp

- Desantillana, Gerald**, Haiti to Legislative and Intergovernmental Affairs
- Devight, Gary D.**, Thailand to Economic and Business Affairs, Aviation Negotiations Division
- Dlouhy, David Bryan**, South African Affairs to Inter-American Affairs, Office of Southern Cone Affairs
- Donchi, Don J.**, Yugoslavia to European and Canadian Affairs
- Donnelly, Shaun Edward**, Egypt to Bamako
- Dotson, Richard M.**, Foreign Service Institute, Language Training to Panama
- Downey, Robert E.**, Burundi to Foreign Service Institute
- Dragnich, George S.**, Lusaka to Foreign Service Institute
- Dubose Jr., Robert W.**, Intelligence and Research, Office of Analysis for Middle America-Caribbean to Office of the Secretary
- Dubrow, Jeannette P.**, Poland to Foreign Service Institute
- Duncan, Kenneth A.**, France to Casablanca
- Dworken Jr., Morton R.**, Special Domestic Assignment Program to Port Moresby
- Ealum, James M.**, Saudi Arabia to Near Eastern and South Asian Affairs, Office of the Director for Iran
- Edgett, Russell**, Egypt to San Salvador
- Eley, Darlyce M.**, Netherlands to Office of the Legal Adviser
- Elliott, Carlyn J.**, Switzerland to U.S. Mission to the Food and Agriculture Organization/ Rome
- Ensmann, Marion**, South Africa to Organization for Economic Cooperation and Development/Paris
- Erickson, Emil P.**, Intelligence and Research, Office of Economic Analysis to Office of the Inspector General
- Feathers, Robert M.**, Foreign Service Institute, Language Training to Ponta Delgado
- Ferraro, Diane Marie**, Greece to Trade Negotiations
- Fitzgerald, Patrick E.**, Papua New Guinea to Special Domestic Assignments Program
- Flaherty, Michael Bart**, Chile to Foreign Service Institute
- Flesher, Thomas R.**, Turkey to U.S. Mission to the United Nations
- Flowers, George A.**, Honduras to Guatemala
- Forbes, John David**, Jamaica to Foreign Service Institute
- Forrester, Martin C.**, Foreign Service Institute to Goteborg
- Foster, Daniel L.**, Office of the Inspector General to Kingston
- Francisco III, William P.**, Mexico to Reykjavik
- Freeman Jr., Roger M.**, Economic and Business Affairs, Textiles Division to Foreign Service Institute
- Fretz, Robert L.**, Foreign Service Institute to Managua
- Friedbauer, Allan J.**, Canada to New Delhi
- Fry Jr., Samuel Edwin**, Romania to Foreign Service Institute
- Gaither, H. Rowan**, Bureau of Personnel, Foreign Service Grievance Staff to Office of the Assistant Legal Adviser for International Claims
- Giampietro, Carl J.**, United Kingdom to Islamabad
- Gibson, Stephen R.**, Office of the Inspector General to Foreign Service Institute
- Gillespie, Jack E.**, Dominican Republic to Bogota
- Gim, Wever**, Intelligence and Research to Guangzhou
- Glad, Albert L.**, International Narcotics Matters to Algiers
- Glown Jr., Edmund P.**, Paraguay to Foreign Service Institute
- Goldberg, Robert**, Training Complement to New Delhi
- Goldberg, Robert D.**, Economic and Business Affairs, Industrial and Strategic Materials Division to Foreign Service Institute
- Goldschmidt, Michael A.**, United Kingdom to Foreign Service Institute
- Good, Barbara J.**, U.S. Information Agency to Public Affairs
- Gordon, James K.**, Politico-Military Affairs to Santiago
- Grabill III, Wilson F.**, Germany to Western European Affairs
- Grahl, Larry C.**, Intelligence and Research, Office of Intelligence Support, Current Intelligence Staff to Foreign Service Institute
- Graninger, Robert L.**, Fiji to Foreign Service Institute
- Gray, William Rogers**, Tunisia to Kinshasa
- Grey Jr., Robert T.**, Foreign Service Institute, Language Training to Brussels
- Grossman, Lawrence Marshall**, El Salvador to Copenhagen
- Guest, Michael E.**, Hong Kong to European and Canadian Affairs
- Hall, Vina Rhue**, Philippines to Abidjan
- Halter, Karl Steven**, Foreign Service Institute to Intelligence and Research
- Harcum, Gilbert M.**, Near Eastern and South Asian Affairs to Djibouti
- Hardesty, Steven A.**, Bolivia to Foreign Service Institute
- Haught, Donald D.**, Nigeria to Office of the Inspector General
- Hecklinger, Richard E.**, Office of the Under Secretary for Political Affairs to The Hague
- Heskin, Carolyn I.**, Foreign Service Institute to Ouagadougou
- Hickman, Leslie R.**, Philippines to Foreign Service Institute
- High, George Borman**, Mexico to Mexican Affairs
- Hill II, William H.**, Soviet Union to Foreign Service Institute
- Himes, Rex L.**, Turkey to European and Canadian Affairs
- Hinson-Jones, Robyn E.**, United Kingdom to Inter-African Affairs
- Hinton, Deane R.**, El Salvador to Inter-American Affairs
- Hittle, L. Bradley**, Belgium to Bogota
- Hodai, Kathleen V.**, Office of Operations to Inter-American Affairs
- Hogard, Stephen B.**, Madagascar to Foreign Service Institute
- Hollenbeck, Gerald Donald**, Netherlands to Office of Security
- Holmes, Brooke C.**, International Organization Affairs, Office of Communications and UNESCO Affairs to Ottawa
- Hoog, John F.**, Korea to East Asian and Pacific Affairs, Office of the Director for Korea
- Horn, Doris A.**, Belgium to Nicosia
- Horn, James Edwin**, Burma to Foreign Service Institute
- Huffman, Larry Dean**, Foreign Service Institute to Intelligence and Research, Office of Politico-Military Affairs, General Purpose and Theater Forces Division
- Hunter, Charles H.**, Office of Security, New York Field Office to Office of Security, Command Center
- Hydle, Lars H.**, Ghana to Port of Spain
- Imwold, Dennis**, Fiji to Abidjan
- Jacobs, Janice Lee**, Ethiopia to Paris
- Jarek, Raymond V.**, Kenya to Moscow
- Jenkins, Mary A.**, Egypt to Islamabad
- Johnson, Cassius C.**, China to Foreign Service Institute
- Johnson, Gregory L.**, Soviet Union to Intelligence and Research
- Johnstone, Larry Craig**, Central American Affairs to Foreign Service Institute
- Joseph, Thomas E.**, Colombia to Lagos
- Josephson, Lenore**, France to Pretoria
- Kaddaras Jr., James C.**, Greece to Panama
- Kalla, Richard L.**, Belgium to



ACCRA, Ghana—Ambassador *Robert E. Fritts* en route to presentation of his credentials, at the Castle.

- | | | | |
|---|--|--|--|
| Valletta | Division | Lamont, James W. , Germany to Tegucigalpa | fairs, Office of the Director for Iran to Intelligence and Research, Office of Economic Analysis |
| Karagiannis, Alexander , Germany to Thessaloniki | Kludt, Ramona Q. , Syria to Berlin | Lang, Kathleen Carr , Czechoslovakia to Bureau of Public Affairs, Office of Press Relations | Londono, Peter Vincent , Saudi Arabia to East African Affairs |
| Kata, Edward T. , Turkey to London | Kolb, Kenneth H. , Norway to Yaounde | Langen, Mary Ann , Brazil to Cairo | Lorenz, Joseph P. , Algeria to Foreign Service Institute |
| Kennedy, Donald N. , Philippines to Abidjan | Kong, Allen Sung Hu , Japan to American Institute—Taiwan | Langston, Raymond C. , Hong Kong to London | Lucas, William E. , South Africa to Foreign Service Institute |
| Keppchar, Allen James , Yemen Arab Republic to Foreign Service Institute | Konner, C. Michael , Northern European Affairs to Bangkok | Larocco, James A. , Kuwait to Foreign Service Institute | Lynde, Charles A. , Turkey to Paris |
| Kepler, Jean M. , Oman to Canberra | Krieger Jr., George J. , Canada to European and Canadian Affairs | Latimer, Alan Bryan Cedric , United Kingdom to Foreign Service Institute | MacDonald Jr., John W. , U.S. Mission to Geneva to Kinshasa |
| Kepler, Robert W. , Oman to Canberra | Krueger, Karen E. , Foreign Service Institute to Managua | Leonnig, Douglas Bayard , France to Foreign Service Institute | Malac, Deborah R. , Cameroon to Pretoria |
| Kerr, Laurence M. , Singapore to Guatemala | Krys, Sheldon Jack , Near Eastern and South Asian Division to Foreign Service Institute | Lev, Reuben , Belgium to International Organization Affairs | Malkemes, Janet R. , Rwanda to Copenhagen |
| Kimble, Vonda M. , Training Complement to Mexico | La Fleur, Christopher J. , U.S. Mission to the United Nations to Paris | Levine, Henry A. , China to Economic and Business Affairs, Office of East-West Trade | Martin, Joanna W. , Office of the Secretary to Foreign Service Institute |
| King, Charles M. , Office of Communications to Panama | Lafleur, Mary L. , Canada to San Jose | Lindstrom, Ralph E. , Near Eastern and South Asian Af- | Martin, Robert A. , Office of the Under Secretary for Security Assistance, Science |
| Kirby, Alice L. , Tunis to Bamako | Lamb, William H. , Lebanon to Guatemala | | |
| Kleinkauf, Therese Ann , Brazil to Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Consular | | | |

- and Technology to Foreign Service Institute
- Martin, S. Douglas**, Bureau of Personnel to Commerce Department
- Maslanka, Kay Tower**, South Africa to Vienna
- Maurel, Arthur A.**, Senegal to Office of the Inspector General
- McAinsh, Judith Gentzler**, Executive Secretariat to Seoul
- McCabe, Michael V.**, Philippines to London
- McCarthy, John T.**, Economic and Business Affairs, Office of Investment Affairs to Public Affairs
- McClure, James C.**, Belgium to Sao Paulo
- McCormick, Keith P.**, South Africa to Central European Affairs
- McGuire, Roger A.**, Paraguay to Lusaka
- McNally, Donald James**, Bureau of Personnel to Foreign Service Institute
- McNaughton, Doyce R.**, Bureau of Administration to Foreign Service Institute
- Melvin, S. Jean**, International Organization Affairs, Office of Human Rights Affairs to Foreign Service Institute
- Menyhert, Louis S.**, Inter-American Affairs to Foreign Service Institute
- Michal, Edward Joseph**, Losotho to Foreign Service Institute
- Michaud, Michael A. G.**, United Kingdom to Foreign Service Institute
- Miles, Richard M.**, Politico-Military Affairs to Foreign Service Institute
- Milford Jr., Norman D.**, Japan to Foreign Service Institute
- Millsbaugh, Larry G.**, International Organization Affairs, Office of International Conferences to Office of Foreign Buildings
- Modderno, John P.**, China to Office of Cuban Affairs
- Moller, John D.**, Foreign Service Institute, Language Training to Palermo
- Monroe, Evangeline O.**, Switzerland to Foreign Service Institute
- Moore, James K.**, Office of Security, Investigations Branch to Office of Security, Foreign Operations Division
- Moore, Shirley R.**, Poland to London
- Morris, John D.**, Hungary to Intelligence and Research, Office of Intelligence Support, Current Intelligence Staff
- Morrison, David T.**, Uganda to Foreign Service Institute
- Morrissey, Peter B.**, Indonesia to Islamabad
- Motekew, Edward William**, Romania to Office of Security
- Mudd, Donald F.**, Visa Operations to Lima
- Murphy, Carol A.**, Botswana to San Jose
- Murphy, Patrick C.**, Thailand to Frankfurt
- Murray, Christopher W.**, Zaire to Foreign Service Institute
- Muth, John J.**, Colombia to Brussels
- Myles, Stanley T.**, Sudan to Inter-American Affairs, Office of Regional Economic Policy
- Nagy, Ernest A.**, Germany to Inter-governmental Assignment
- Nault Jr., Raymond L.**, Accra to Abidjan
- Neal Jr., Alfred H.**, Intelligence and Research to Nouakchott
- Nelson, Barbara L.**, Bahrain to Port of Spain
- Nix, John U.**, Cyprus to Athens
- Norman, Robert L.**, Yugoslavia to International Organization Affairs, Office of UN Political and Multilateral Affairs
- Nugent, Allen E.**, China to Canberra
- Nylund, Donald H.**, Near Eastern and South Asian Affairs to Office of Communications
- O'Keefe, John M.**, Norway to Foreign Service Institute
- Ojamaa, Elokai**, Haiti to Visa Operations
- Orlando, Jack P.**, Poland to U.S. Mission to the United Nations
- Owens, Barbro Appelquist**, Barbados to Office of the Under Secretary for Political Affairs
- Oyen, Robert E.**, Office of Communications to Mexico
- Paige Jr., James A.**, Upper Volta to International Organization Affairs, Office of International Conferences
- Panizza, Shirley E.**, Economic and Business Affairs, Aviation Negotiations Division to East African Affairs
- Papazian, Elaine S.**, Bangladesh to Office of Brazilian Affairs
- Parrott, F. Coleman**, United Kingdom to Rabat
- Parson, Ronald Scott**, Commerce Department to Foreign Service Institute
- Paterson, Alan M.**, Malawi to Warsaw
- Patrizia, Charles Andrea**, U.S. Mission to the Organization for Economic Cooperation and Development to Office of the Secretary
- Peltier, Alec M.**, Office of Citizens Consular Services, Emergency Center to Foreign Service Institute
- Percival, Bronson E.**, Foreign Service Institute, Language Training to Kuala Lumpur
- Perez, Enrique F.**, Venezuela to Tegucigalpa
- Perkins, Edward Joseph**, Liberia to West African Affairs
- Pero, Janice Bywaters**, India to Prague
- Pero, Mark J.**, India to Prague
- Persons, Sterling**, Taiwan to Foreign Service Institute
- Pettinga, Frank L.**, Cairo to Santo Domingo
- Pettit, Thomas A.**, Germany to Foreign Service Institute

CANBERRA, Australia—Ambassador *Robert D. Nesen* presents Meritorious Service Certificate to secretary *Colleen Van*

Cornewal of the embassy for her work in connection with visits by congressional delegations.



PERSONNEL: FOREIGN SERVICE

- to Foreign Service Institute
Pitkin, Horace W., Germany to Foreign Service Institute
Proctor, Robert A., Dar-es-Salaam to Oslo
Propst, Sharon E., Indonesia to The Hague
Prosser, James F., Kenya to Office of Communications
Pudschun, Jerrilynn, Malaysia to Foreign Service Institute
Putnam, Richard A., European and Canadian Affairs to Foreign Affairs Information Management Center
Ramirez, Dominick, Burma to Colombo
Ramsay, William Christie, Foreign Service Institute, University Training to Riyadh
Rand, S. Richard, Thailand to Office of the Inspector General
Ratcliff, Patricia Diane, Quito to Visa Operations, Office of Public and Diplomatic Liaison
Ravndal, Frank M., Foreign Service Institute to Office of Foreign Buildings
Regalo-Warren, Patricia, Office of Foreign Buildings to Medical Services
Rice, Thomas Joseph, Switzerland to Frankfurt
Riegg, Nicholas H., China to Treasury Department
Rigamer, Elmore F., India to Vienna
Roberts, David A., Malaysia to Beijing
Robinson, Kathryn Dee, China to Foreign Service Institute
Robinson, Raymond G., Office of the Legal Adviser to Office of Supply, Transportation and Procurement
Roddy, Timothy E., Ivory Coast to Foreign Service Institute
Rodgers, Richard P., Mexico to Lusaka
Rogus, Davis Francis, Brazil to Foreign Service Institute
Roman, Jacques, Germany to Pretoria
Root, Danny B., Visa Operations to Matamoros
Rosen, Dorothea Maria, Romania to Stuttgart
Rowell, Edward M., Portugal to Foreign Service Institute
Saboe, Steven A., Intelligence and Research, Office of Politico-Military Analysis to Foreign Service Institute
Salisbury, William R., Finland to Central European Affairs
Sandlin Jr., James W., Kuwait to Office of the Inspector General
Schneider, Elizabeth A., Turkey to Guayaquil
Schrock, Albert E., Iceland to Foreign Service Institute
Scott, Claretta K., Italy to Oceans and International Environmental and Scientific Affairs
Scott, Kyle R., Yugoslavia to International Organization Affairs, Office of International Economic Policy
Seefeldt, Raymond W., Canada to Frankfurt
Severson, Betty Jean, Canada to Frankfurt
Shaft, Norman T., International Organization Affairs, Office of Agency Director for Transportation and Telecommunications Agencies to Kuwait
Sherwood, Nicholas A., Thailand to Foreign Service Institute
Sieloff Jr., Paul K., India to Bonn
Simmons, Angus Taylor, Hong Kong to Foreign Service Institute
Skud, Timothy Einar, Economic and Business Affairs to Bonn
Smith, Howard F., East Asian and Pacific Affairs to Office of the Comptroller, Budget and Planning
Smith, N. Shaw, Inter-American Affairs, Office of Southern Cone Affairs to Central American Affairs
Smith, Paul L., Foreign Service Institute to Intelligence and Research, Office of Intelligence Support, Current Intelligence Staff
Smith, Sandra Ann, Executive Secretariat to Brussels
Smock, Donald L., Pakistan to Tel Aviv
Snyder, Betty Kathleen, Germany to Ottawa
Soso, G. Jean, Haiti to International Organization Affairs, Office of Communications and UNESCO Affairs
Spake II, Harold E., Ivory Coast to Frankfurt
Spiegel, John C., Canada to Economic and Business Affairs, Textiles Division
St. John Jr., Joseph A. L., Denmark to Foreign Service Institute
Stanfield, Sylvia G., East Asian and Pacific Affairs, Office of the Director for Indonesia, Malaysia, Burma and Singapore to South African Affairs
Sten, Charles R., Morocco to Foreign Service Institute
Stephenson, George C., South Africa to Brasilia
Stilke, Sharon R., U.S. Mission to the United Nations to Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Secretarial Division
Sylvester, Charles T., France to European and Canadian Affairs
Tatge, Robert Osgood, Germany to Johannesburg
Taylor Jr., Rush W., Public Affairs to Office of the Under Secretary for Security Assistance, Science and Technology
Taylor, Everard S., European and Canadian Affairs to Foreign Service Institute
Taylor, T. Elkin, International Organization Affairs to Brasilia
Thompson, James R., Spain to Quito
Thurman, David E., Bahrain to Jerusalem
Timberman, Thomas F., Management Operations to Foreign Service Institute
Tipton, Marian L., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Office of Position and Pay Management
Tokola, Mark A., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division to Foreign Service Institute
Tompkins, Tain Pendleton, Executive Secretariat to Harare
Townsend, Doris Aleen, China to East Asian and Pacific Affairs
Trahan Jr., Eugene A., Botswana to Ouagadougou
Tunis, Jeffrey Stewart, Training Complement to Manila
Turk, Lynn Joseph, Berlin to Special Domestic Assignments Program
Turnquist, Dan E., Foreign Service Institute, Language Training to Paris
Tuttle, Eugene P., Madagascar to Foreign Service Institute
Vaughan, Rupert D., United Arab Emirates to Islamabad
Voultos, Mary, Executive Secretariat to Athens
Wackerbarth, Paul H., Honduras to Mexican Affairs
Waldrop III, Neal A., Hong Kong to Foreign Service Institute
Walker, Ruth R., Germany to Monrovia
Wall, Phillip R., Taiwan to Foreign Service Institute
Walls, Phillip J., Bureau of Administration to Ankara
Walsh, James Donald, Belgium to Harare
Watkins, Stephen B., Portugal to Canadian Affairs
Webb Jr., James, Foreign Service Institute to American Institute—Taiwan
Weeks, Richard Hamilton, South Africa to Foreign Service Institute
Whitaker, Kevin M., Foreign Service Institute to Intelligence and Research, Office of Intelligence Liaison
White, Steven J., Foreign Service Institute to Jidda
White, Thomas J., Foreign

Service Institute, Language Training to Florence
Wiener III, Howard C., Paris to Information Systems Office
Wilhelm, Glynn, Office of Communications to Manila
Williams, Edward L., United Kingdom to Ottawa
Williams, Nicholas Malcolm, Nigeria to Foreign Service Institute
Wilson, Arlen Ray, Kenya to Maracaibo
Wilson, Richard L., Canada to Jakarta
Windle, George David, India to Frankfurt
Wittbrod, Geraldine J., Austria to European and Canadian Affairs
Wong, Mark F., Intelligence and Research, Office of Analysis for East Asia and Pacific to Foreign Service Institute
Wright, Roderick M., Accra to Pretoria
Yeutter, David M., Belgium to Abidjan

Resignations

Arthurs, Barbara Ann, Port of Spain
De Simone, Frank, U.S. Arms Control and Disarmament Agency
Drake, Harold A., Office of Communications
Dubreuil, Richard W., European and Canadian Affairs
Dulany, Joseph R., Guadalajara
Finegold, Edmund S., U.S. Arms Control and Disarmament Agency
Fleischer, Michael Paul, Foreign Service Institute
Gavin, Michael J., Foreign Service Institute
Gwizdak Jr., Stanley B., Office of Communications
Harlow, William N., Berlin
Lewis Jr., Jesse W., Athens
Loucks Jr., Gordon Kenneth, Lagos
Mitchell Jr., George H., Ottawa
Post, Patti, Tel Aviv
Rahr, Andrew C., Office of

Communications
Ratcliff, Patricia Diane, Visa Operations, Office of Public and Diplomatic Liaison
Rovine, Arthur William, The Hague
Stolper, Antonia E., Human Rights and Humanitarian Affairs
Suro-Bredie, Carmen C., Trade Negotiations

Retirements

Abrams, Arthur H., Office of Communications
Basile, Joseph, Naples
Chapman, Christian A., European and Canadian Affairs
Clark, Marjorie W., European and Canadian Affairs, Office of the Director for the Organization for Economic Cooperation and Development, European Community and Atlantic Political Economic Affairs
Davidson, Douglas K., Mexico
Davis, John R., Bureau of Personnel
Dyess, William J., European and Canadian Affairs
Fuller, Alexander S. C., Foreign Service Institute
Harr, Allen C., Manila
Hendricks, Geraldine F., European and Canadian Affairs
Karson, Samuel, Bangkok
Macuk, David A., U.S. Mission to Geneva
Nelson, Theodore C., International Organization Affairs
Parr, Ross C., Algiers
Solmssen, Peter, Office of the Ambassador at Large for Cultural Affairs □

Specialist board

The Specialist Tenure Board, completing its August session, has recommended for career status:
Arnett, Patty Sue
Bush, William C.
Conlon, Odella C.
Dattel, Marion A.
Evans, Rachelle Y.
Everhart, Christine
Hachey, Shirley
Howard, Phyllis A.

Langen, Mary Ann
Lawing, Helen M.
Lovell, Margaret
Manganiello, Frank J.
Maslanka, Kay T.
Metzger, Mary I.
Morgan, Peter E.
Plotz, Richard C.
Prochniak, Eugene J.
Quinn, Celestine
Wax, Jean C. □

Retirement changes for ex-spouses

The Department's Retirement Division, in a recent Department Notice, has called attention to the former-spouse provisions of the Foreign Service Act of 1980, with applicability limited to participants in the Foreign Service Retirement and Disability System (FSRDS). The provisions as detailed in the notice follow:

"a. A former spouse as used in these paragraphs is defined as a person to whom a federal employee was or is married to for at least ten years during periods of service by that employee which are creditable for retirement purposes under the FSRDS and the marriage must have covered a period of at least one day while the employee was a participant in the FSRDS.

"b. If divorced prior to February 15, 1981, a participant in the FSRDS may at any time prior to commencement of annuity, elect, with the consent of any spouse to whom married at the time of the election, to receive a reduced annuity and provide a regular survivor annuity for such former spouse. Any election under this paragraph for a former spouse will reduce the amount of any regular survivor annuity that may subsequently be provided for any spouse or other former spouse.

"c. If divorced after February 14, 1981, a former spouse would be entitled to the pro rata share (which is the fraction obtained by placing the

years of marriage during which the annuity is earned over the total years of creditable service) of (1) half of the annuity; (2) of the maximum survivor benefit, and (3) half of any requested refund of retirement contributions if they are withdrawn; unless a spousal agreement or court order expressly provides differently.

"d. If an active or former participant in the FSRDS becomes divorced on or after February 15, 1981, the participant must notify the Department of State (through the appropriate agency retirement office), PER/ER/RET, Washington, DC 20520, of this fact as soon as possible. A former spouse of such a participant also is required to notify the Department of the divorce."

Other changes

Over the past few years, the notice said, other significant changes have taken place in both the Civil Service and Foreign Service Retirement Systems that may affect the participants in these systems. These changes are covered in the notice under the following headings:

For all employees regardless of retirement system: Japanese-American internment retirement credit; radio broadcasting retirement credit; Bi-National Center retirement credit; apportionment of annuities.

For Foreign Service participants: The former-spouse provisions; and purchase of post-1976 military service, etc.

The Retirement Division noted that much of this information has already been disseminated to employees. The notice continued that employees under the Civil Service Retirement System should also see either an earlier Department Notice, dated March 23, 1983, or Circular Airgram A-330, dated March 24, 1983, for additional changes. □

Statistics on '83 Foreign Service promotions

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations by the 1983 selection boards. The data show the number of members eligible and reviewed for promotion, the number promoted and the rate of promotion (percentage of those eligible who were promoted). The data are organized by class and primary skill code (by primary functional field for generalists and by occupational category for specialists).

Competition group	Number eligible	Number promoted	% eligible promoted
<i>FE-MC to FE-CM (Classwide competition of all eligible officers)</i>			
Prog. dir.	172	9	5.2
Admin.	16	0	0.0
Cons.	5	0	0.0
Econ.	24	0	0.0
Pol.	42	0	0.0
Specialists	26	0	0.0
TOTALS	292	9	3.0

Generalists

FE-OC to FE-MC (Competition classwide and by cone; individuals in program direction field competed in secondary cone.)

Admin.	36	6	17.0
Cons.	17	3	18.0
Econ.	78	7	9.6
Labor	3	0	0.0
Pol.	132	21	12.0
TOTALS	266	37	14.0

FS-1 to FE-OC (Competition classwide and by cone; individuals in program direction competed in secondary cone; eligibles include only those requesting threshold review.)

Admin.	85	13	15.2
Cons.	53	9	17.0
Econ.	147	10	6.8
Pol.	228	15	7.0
Labor	13	5	31.0
TOTALS	526	52	10.0

FS-2 to FS-1 (Competition by cone, except FP members in administrative subfunction who were competed separately by subfunction.)

Admin.	133	20	15.0
Cons.	134	20	15.0
Econ.	163	22	14.0
Pol.	265	36	14.0
B&F	21	2	9.5
GSO	22	1	5.0
Per.	7	3	43.0
TOTALS	745	104	14.0

FS-3 to FS-2 (Competition as in FS-2 to FS-1)

Admin.	140	23	16.4
Cons.	195	32	16.4
Econ./comm.	124	37	29.8
Pol.	200	35	17.5
B&F	17	5	29.4

The skill code breakdown does not necessarily coincide with the promotion competition groups in which employees were competed. A summary explanation of the groups at each level is provided below; detailed information may be obtained from the 1983 selection board precepts.

The number of employees promoted in most categories is equal to the number of promotion opportunities available. However, some boards did not utilize all the available opportunities. The number of

Competition group	Number eligible	Number promoted	% eligible promoted
GSO	37	4	10.8
Per.	9	3	33.3
TOTALS	722	139	19.2

FS-4 to FS-3 (Tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction.)

Tenured junior officers

Admin.	90	40	44.4
Cons.	76	37	48.7
Econ./comm.	75	35	46.7
Pol.	65	32	49.2
TOTALS	306	144	47.0

Members not in junior officer program

Admin.	3	1	33.3
B&F	10	3	30.0
Cons.	9	1	11.1
GSO	33	10	30.3
Per.	11	5	45.5
TOTALS	66	20	30.3

Specialists (Competition by occupational category)

FE-OC to FE-MC

Comm. off.	4	0	0.0
SY off.	9	0	0.0
SY eng.	2	0	0.0
Auditor	3	0	0.0
FBO	1	0	0.0
Med. off.	7	1	14.3
Psych.	1	0	0.0
Sci. off.	10	0	0.0
Narc. off.	2	0	0.0
TOTALS	39	1	2.6

FS-1 to FE-OC (Eligibles include only those requesting threshold review.)

Comm. off.	11	0	0.0
CEO	2	0	0.0
SY off.	25	0	0.0
FBO	4	0	0.0
Med. off.	3	2	67.0
Psychiatrist	2	2	100.0
Nurse	1	0	0.0
Sci. off.	2	1	50.0
Narc. off.	2	0	0.0
TOTALS	52	5	9.6

FS-2 to FS-1

promotions authorized for the various categories, where possible, was based on a projection of positions, personnel and skill needs over the next five years. Promotion opportunities were averaged over this period to provide more stable and predictable rates of future promotion.

When an analysis of promotion data has been completed, statistics will be published concerning the average time-in-class and time-in-service of eligible members and members promoted.

Competition group	Number eligible	Number promoted	% eligible promoted
Comm. off.	18	3	16.7
CEO	4	1	25.0
Courier	4	0	0.0
SY off.	69	1	1.4
SY eng.	30	1	3.3
Auditor	8	1	12.5
Nurse	7	0	0.0
Narc. off.	1	0	0.0
TOTALS	141	7	5.0

FS-3 to FS-2

Comm. off.	43	5	11.6
CEO	23	1	4.3
Courier	5	0	0.0
SY off.	127	4	3.0
SY eng.	11	3	27.2
Auditor	2	2	100.0
Med. tech.	5	0	0.0
Nurse	12	0	0.0
Secy.	5	0	0.0
TOTALS	233	15	6.4

FS-4 to FS-3

Comm. off.	103	8	7.8
CEO	57	4	7.0
Courier	29	0	0.0
SY off.	43	36	84.0
SY eng.	4	3	75.0
Med. tech.	8	1	12.5
Nurse	9	2	22.2
Secy.	61	0	0.0
TOTALS	314	54	17.0

FS-5 to FS-4

Comm. off.	201	18	9.0
Courier	20	0	0.0
Secy.	152	9	5.9
TOTALS	373	27	7.2

FS-6 to FS-5

Comm. off.	79	30	38.0
Secy.	226	25	11.0
TOTALS	305	55	18.0

FS-7 to FS-6

Comm. off.	78	49	62.8
Secy.	217	46	21.2
TOTALS	295	95	32.2

FS-8 to FS-7

Secy.	102	52	51.0
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Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY SHULTZ traveled to New York, September 25-29 and October 3-7, to participate in the UN General Assembly and hold a series of bilateral meetings. Accompanying him were MRS. SHULTZ; RAYMOND SEITZ, executive assistant to the Secretary; LORA SIMKUS, personal assistant to the Secretary; ERIC EDELMAN and TOM FARRELL, special assistants to the Secretary; JOYCE NESMITH, staff assistant, Office of the Secretary; ELIZABETH GASTON, secretary, Office of the Secretary; LYNDY DUNN, secretary to the executive secretary; JOCK COVEY, deputy executive secretary; GEORGE TWOHIE, executive director, Executive Secretariat; C. J. HALL, DAVID WEISS, MARGERY LEMB, CAROL VAN VOORST and BILL BROWNFIELD, staff officers, Executive Secretariat; BONNIE BENDER, LINDA LEYBLE, JACKIE STEIN, DIANE STUART and SHARON OHTA, secretaries in the Executive Secretariat; LAWRENCE EAGLEBURGER, under secretary for political affairs; BILL MONTGOMERY, executive assistant to the under secretary for political affairs; and SANDRA ULMER, secretary, Office of the Under Secretary for Political Affairs. □

Secretariat Staff

KATHERINE SHIRLEY has left as director to go to Brown University through the Pearson Program ... MARIE MORRIS has returned after a year of leave without pay. □

Operations Center

W. ROBERT PEARSON has joined the center as a senior watch officer. He last served as a political officer in Beijing ... DEBRA KELLY has left the Bureau of Intelligence and Research to become an operations assistant in the center ... BRUCE N. PICKERING, a former watch officer/editor, has left for an onward assignment to the Bureau of Inter-American Affairs ... MARY VOULTSOS, former secretary to the director and deputy director, is now serving under the administrative counselor at Embassy Athens. □

Policy Planning Council

Chairman STEPHEN BOSWORTH, council member JEREMY AZRAEL, staff member HERBERT LEVIN and staff director PHILIP KAPLAN completed bilateral planning talks with the governments of Japan and Indonesia, and received a military briefing from the headquarters of the Commander-in-chief, Pacific in Hawaii, September 10-20 ... The United States hosted this year's annual meeting of the Atlantic Policy Advisory Group, October 9-12. It is composed of policy planners from NATO member countries. The meeting was at The Homestead, in Virginia. Attending from the council were Mr. Bosworth, Mr. Kaplan and

Mr. Azrael ... Council member ROBERT OSGOOD traveled to London, Bonn, Hamburg, Brussels and Paris, for meetings with government officials, September 22-October 7 ... Staff member SHIRIN TAHIR-KHELI was in London, Islamabad, Lahore and New Delhi, for meetings the first two weeks of October ... HUGH DeSANTIS was in West Berlin, in mid-September, for a conference hosted by the Aspen Institute, on international media coverage of U.S.-European relations.

The council welcomed WILLIAM KONTOS, who most recently served as ambassador in Khartoum; BARRY LOWENKORN, from U.S.I.A.; and DAVID LONG, from the Bureau of Intelligence and Research ... PATRICIA CORCORAN has left to join the staff of the coordinator for public diplomacy for Latin America and the Caribbean. □

Office of the Deputy Secretary

Deputy secretary KENNETH DAM traveled to Belgrade, Yugoslavia, June 9-14, to head the U.S. delegation at the UN Conference on Trade and Development ... He traveled to Vienna and Salzburg, Austria, July 22-27, for meetings with Austrian government officials, and to participate in ceremonies for opening the U.S. consulate general in Salzburg ... On September 14, Mr. Dam addressed the Forum Club of Houston, on economic growth and U.S. policy in Central America ... The deputy secretary addressed the Business Council, in Hot Springs, Va., October 8, on U.S.-Soviet relations.

Recent personnel changes include those of JAMES P. TIMBIE, who has joined the staff as adviser for strategic policy, and CYNTHIA LARRE, who has joined as a secretary ... Major FRANK KLOTZ, White House follow assigned to the deputy secretary's office, ended his assignment in August. He has been transferred to Vandenberg Air Force Base in California. □

Office of the Under Secretary for Economic Affairs

Under Secretary W. ALLEN WALLIS participated in the annual meetings of the governors of the International Monetary Fund and the World Bank Group, in Washington, September 24-30. He is the U.S. alternate governor of the World Bank Group. During the week, Mr. Wallis had bilateral meetings with the finance ministers and other senior economic officials from Egypt, Bolivia, El Salvador, India, Iraq, Korea, Morocco, Sudan, Ghana and Jordan. As part of the meetings, the under secretary also met with the prime ministers of Jamaica and the Philippines, and with the president of the African Development Bank ... On October 1, the under secretary traveled to Port Chester, N.Y., to address the annual meeting of the Business Council of New York, on "Protecting the World Economy." ... He also participated in the sixth Shimoda Conference, which examines U.S.-Japanese issues, on September 1-4, at Airlie House, Warrenton, Va. This was the first ses-

sion of the conference that was held in the United States.

The deputy to the under secretary, ROBERT MORRIS, attended the quadrilateral meeting of trade ministers, in Ottawa, September 26-27 ... Also in September, KAARN WEAVER, special assistant to the under secretary, participated in the U.S.-Japan Energy Working Group's staff level discussions, in Anchorage, Alaska ... GRANT ALDONAS and JEAN ARMENTROUT have joined the under secretary's staff, Mr. Aldonas as a special assistant and Ms. Armentrout as a secretary ... GLORIA MARSHALL has assumed the responsibilities of staff assistant for the office. □

Administration

Foreign Buildings Office

PARIS, September 12-19—Representatives from the embassies in Lagos, Kinshasa, Pretoria, Brussels, London, Bonn and here met here with the real estate management system project team to review the design of the system. Also attending were representatives from the Office of Foreign Buildings and the Executive Office of the Bureau of European and Canadian Affairs. The real estate management system is being developed by Price Waterhouse under contract with Foreign Buildings.

The system, a major effort by that office to improve the quality of information available to support real property management, both in Washington and in the field, has four design goals—to (1) implement a process to prepare and maintain plans for the real estate program; (2) implement a process to analyze financial options; (3) implement an early-warning system to identify property management problems requiring corrective action; and (4) collect and maintain a real property information data base.

To meet these goals, the system will consist of two parts: A Washington system, to provide Foreign Buildings with the information necessary to manage worldwide real estate assets, and the post system, which was reviewed here. The post system runs on a post's Wang computer, and is designed to support all real property management, planning and operations at a post. It consists of four systems:

(1) *Building inventory system*—This will report information on all land and buildings used at a post, including owned, long-term, short-term and private leased property. It will include details to describe the office and residential units in buildings and their occupants. The system's building inventory replaces the FS-512 form and the current residential management system application.

(2) *Work order system*—This will support the operating activities of the general services officer at post, by facilitating work-order preparation. The work order system will also prepare preventive-maintenance work orders, replacing the current PM 30 system.

(3) *Capital project system*—This will sup-



PARIS—At real estate management conference, from left: **Walter Kreuzer**, Kinshasa; **Marvin Smith** and **Eric Boswell**, Washington; **Robin Myaing**, Price Waterhouse; **Charles Emmons**, Paris; **Sandra Kinsey**,

Price Waterhouse; **Kenneth Bailey**, Paris; **Gerald Rose**, Pretoria; **Ann Hopkins** (facing away), Price Waterhouse; **Bert Moore**, Lagos; **Richard Collins** (facing away), Bonn; **Harry Barschdorf**, Price Waterhouse.

port planning for building improvement, and repair projects at post. It will store and report project plans and related results.

(4) *Property accounting system*—This system will accumulate property costs and report such costs by building and federal agency. This system will interface with State's projected new financial management system.

As to the real estate system, once the design changes requested by the conference participants have been made, a prototype will be installed at one post next spring. When the system software is fully tested, additional post installations will be made late next year and throughout 1985. The goal is to install a post system at 10 posts by the end of fiscal year 1985.

On the Washington side, the Foreign Buildings building inventory will be installed next spring, and will replace the FS-512 by midsummer. □

Language Services Division

ZAKI ASLAN flew to Algiers, September 12, to assist **VICE PRESIDENT BUSH** there, when the Algerians insisted on Arabic instead of French for the bilateral talks with Mr. Bush . . . **ALEC TOUMAYAN** left for Morocco, September 11, and assisted the Vice President there and in Tunisia . . . **HARRY OBST** assisted Mr. Bush during the latter's visit to Vienna . . . Foreign Service officer **VICTOR JACKOVICH** handled interpretation in Belgrade.

Portuguese President **ANTONIO EANES** visited Washington, September 14, for three days. **NEIL SEIDENMAN** interpreted at his meetings with **PRESIDENT REAGAN** and Defense Secretary **CASPAR WEINBERGER**, and during his visits to the Senate Foreign Relations and House Foreign Affairs Committees . . . **SOPHIA PORSON** handled the White House arrival ceremony and the meeting with the Secretary. Ms. Porson had accompanied Assistant Secretary **CHESTER CROCKER** to Lisbon the previous week, and had assisted him in meetings with President Eanes and the prime minister, among others. She also accompanied the presidential party to New York . . . **MARILYN PLEVIN** traveled to Houston, Tex., to report Deputy Secretary **KENNETH DAM**'s speech before the Forum Club, September 14.

ALEXIS OBOLENSKY, who traveled to Spain for treaty text comparisons, for the final days of the Conference on Security and Cooperation in Europe, was mugged while visiting Cordoba immediately after the conference.

CORNELIUS IIDA was sent to Tokyo to assist Mr. Weinberger during his visit to that city . . . The Standing Consultative Commission resumed its meetings in Geneva the week of September 19. **DIMITRI ARENSBURGER** moved from the intermediate nuclear forces talks to commission business. He was being assisted by **IGOR KOROBVSKY**. **BILL KRIMER** replaced him at the nuclear talks.

Staff reporter **FERD KU YATT** and

MARILYN PLEVIN departed for New York, September 25, for the first week of **SECRETARY SHULTZ**'s bilateral meetings at the United Nations . . . **MARIE TAYLOR** handled the second week, and was joined by Ms. Plevin on October 6 and 7 . . . As usual during the Secretary's two-week's sojourn at the General Assembly, Language Services' interpreters made their way to New York, some repeatedly. Most involved were **STEPHANIE VAN REIGERSBERG** and Mr. Toumayan, who handled innumerable meetings. But also, **Zaki Aslan**, Mr. Obst and Mr. Seidenman saw service in New York the first week, and Ms. Porson the second . . . The latter also was the interpreter for the visit to this country of Cape Verdean President **ARISTIDES PEREIRA**, October 3-5 . . . Mr. Obst was assigned to assist President **KARL CARSTENS** of the Federal Republic of Germany, who visited the United States, October 4-7, on a state visit, for the commemoration of the tricentennial of the arrival of German immigrants in this country . . . **DIMITRY ZARECHNAK** left for Geneva, October 7, to join the Language Services contingent assisting at the strategic arms reduction talks in that city . . . Mr. Kuyatt and former staff reporter **ARNOLD COHN** flew to The Hague, October 3, to cover a case before the Iranian Claims Tribunal . . . **DONALD BARNES** and **ANTHONY HERVAS** accompanied the National Bipartisan Commission on Central America, headed by **HENRY KISSINGER**, on its seven-day, six-country tour, October 9-15. □

Office of Security

From mid-September to mid-October, the Dignitary Protection Division, with assistance from field office and headquarters personnel, provided protection for 18 foreign dignitaries attending the UN General Assembly . . . The deputy assistant secretary for security **MARVIN GARRETT JR.**, the assistant director for operations, **ROGER ROBINSON**, and representatives from the Division of Foreign Operations, the Education and Training Staff and the Protective Liaison Staff attended the International Association of Chiefs of Police conference in Detroit. Mr. Robinson and Mr. Garrett participated as members of the International Committee, and Mr. Garrett participated as a panel member at a three-hour workshop on terrorism.

An associate director for security conference was held September 19-30, the first week in Gettysburg, Pa., the second week in the Department. Participating were **WILLIAM ARMOR** and **JAMES KOLESNIK**, from Frankfurt; **ED LEE** and **RON KELLY**, from Panama; **RALPH LAURELLO**, from Nairobi; **WALLACE GILLIAM**, from Manila; and **DAVE ROBERTS**, from Casablanca. They were accompanied to Gettysburg by Mr. Garrett, deputy director **GORDON HARVEY**, and the assistant director for operations, **ROGER ROBINSON** . . . A mobile training team consisting of **WILLIAM PENN**, **RICK THOMAS**, and Capt.



ANKARA, Turkey—At award ceremony for departing security office secretary *Elizabeth Greene*, second from right, are, from left, *Stephanie Elges*, *Marge Tracey*, Ambassador *Robert Strausz-Hupe*, regional security officer *Mark Sanna*, *Dawn Doscher*.

to attend the inauguration of **PRESIDENT SHAGARI** . . . He held bilateral meetings with a number of African nations, and attended the Secretary of State's annual Organization of African Unity luncheon, October 7 . . . Mr. Crocker and **SECRETARY SHULTZ** also met with representatives of the front line states . . . Mr. Crocker, with Mr. Lyman and office directors **DANIEL H. SIMPSON** (Southern African Affairs) and **PETER LANDE** (Economic Policy Staff), attended a meeting of the 14th African-American Conference, to consider a range of African-American policy issues; it was sponsored by the African-American Institute, October 7-10, at the Aspen Institute, Wye Plantation, Queenstown, Md. It was also attended by African foreign ministers and members of Congress . . . Mr. Wisner briefed eight senior-level African foreign policy officials participating in a USIA-Institute of International Education

LAGOS, Nigeria—Chargé d'affaires *H. Donald Gelber*, center; with award recipients, from left (front row): *Boniface N. Nwachu*, *Sikiru A. Olanrewaju*, *Jacob Akintoye*, *Mabel O. Ajala*, *Billy A. Muniru*. Rear: *Taibu (Tiko) Otukoya*, *George G.B. Griffin*, *Thomas R. Hutson*, *Patrick Ike-mefuna*.

BETH SALAMANCA went to San Jose, Costa Rica. The team was accompanied on this trip by the assistant director for policy, training and information, **JOE MORTON** . . . On September 13, Mr. Garrett, Mr. Harvey and Mr. Robinson participated as panelists in a session on terrorist activities, at the 29th annual seminar of the American Society for Industrial Security, in Washington, September 12-15, 1983. Analysts of the Threat Analysis Group gave presentations on terrorism. □

African Affairs

The bureau hosted one of a series of congressional staffer seminars, in the Department, September 1. Assistant Secretary **CHESTER A. CROCKER**, deputy assistant secretaries **FRANK G. WISNER**, **PRINCETON LYMAN** and **LEONARD H. ROBINSON JR.**, and deputy assistant secretary **HERMAN J. COHEN**, Bureau of Intelligence and Research, briefed the group on a number of key issues. The bureau also hosted a chiefs-of-mission conference, in Washington, September 15-21 . . . Mr. Crocker traveled to Nigeria, September 30-October 1



BUREAU NOTES

month-long program in the United States.

Office of Inter-African Affairs: Director JEFFREY DAVIDOW briefed a group of distinguished Africans participating in the American foreign policy program, Operations Crossroads Africa, September 23. He briefed the group on the foreign policy process. Mr. Davidow also participated in the Meridian House's UN Diplomats Program ... ANNE HACKETT, post management officer for South Africa, Office of the Executive Director, visited South Africa, August 7-16.

Office of Central African Affairs: EDWARD McMAHON, Congo and Zaire assistant country officer, visited Zaire and the Congo on an orientation trip, October 14-November 5.

Office of East African Affairs: SHIRLEY PANIZZA has replaced RICHARD BAKER as deputy director ... VALERIE B. HIGGINS has replaced SHELIA MOYER as secretary to the deputy director and country officer for Somalia.

Office of Southern African Affairs: SYLVIA STANFIELD is country officer for Malawi and Zambia ... Office director DANIEL H. SIMPSON accompanied Mr. Crocker to consultations at the UN General Assembly ... PETER De VOS was sworn in as U.S. ambassador to Mozambique, October 6; he and country officer EMIL SKODON flew to New York, October 7, for discussions with Mozambican and U.S. business officials ... PETER REAMS, country officer for Namibia, flew to New York, October 7, to participate in Secretary Shultz's meetings with representatives from the front line states ... MICHAEL RANNEBERGER, country officer for Angola, traveled to New York and Greenwich, Conn., for meetings on Angola. □

Consular Affairs

Chief consular officers from Near Eastern and South Asian posts participated in a policy management and review conference, in Tunis, September 26-28. The deputy assistant secretary for passport services, J. DONALD BLEVINS, headed the Washington delegation, which included representatives of Consular Affairs, Near Eastern and South Asian Affairs, Management, the Immigration and Naturalization Service and the Social Security Administration. Conference discussions included U.S. policy issues and goals in the Near East and South Asia, new management and budget strategies, legislative activities, visa and immigration problems, citizen protection services and passport services. Bureau participants included Mr. Blevins, LOUIS P. GOELZ, ALFONSO ARENALES, ELIZABETH ANN SWIFT, DONALD PARSONS and JUNE HEIL.

Mr. Goelz, the deputy assistant secretary for visa services, traveled to Bern, Tunis, Zurich, Stuttgart and London, for consular policy reviews, September 29-October 7 ... Mr.

Blevins reviewed consular operations at the American embassy in Paris, September 30 ... FRANK HEADLEY, Evaluations and Standards Division, attended the consular conference in Mexico, September 24-26; visited the Houston Passport Agency, September 29-30, for procedural review of operations on fraud; and participated in antifraud training for Customs inspectors, at Glenco Training Center, Glenco, Ga.; October 6 ... ARTHUR LINDBERG, Evaluations and Standards Division, visited the New Orleans and Miami Passport Agencies for procedural review of operations on fraud. While in Miami, Mr. Lindberg, with JAMISS SEBERT, regional director of the Miami Passport Agency, and DOROTHY MORGAN, Miami antifraud specialist, also met with other federal and local officials to discuss operations and support for the passport antifraud program ... MARLENE SCHWARTZ and MAL ZERDEN, Acceptance Facilities and Insular Coordination Division, participated in passport acceptance facilities training in Washington and Oregon ... HELEN SLOAN, fraud coordinator at the Seattle Passport Agency, assisted in presenting the training. Other participants from the Seattle agency included ED HART, regional director; PAUL BIGLOW, assistant regional director; and examiners PHYLLIS CUBBINS, GARY VALLEY, SUE SHORT and ALEAS HISCOX ... NANCY MEYER, Evaluations and Standards Division, attended a conference on fraud with respect to Niger, in New York, September 15 ... GARY ROACH, Acceptance Facilities and Insular Coordination Division, participated in passport acceptance facilities training in Arizona and New Mexico ... SAM ARMSTRONG, fraud coordinator for the Houston Passport Agency, assisted in presenting the training ... WAYNE GRIFFITH, special assistant, traveled to Boston to participate in the Immigration and Naturalization Service outreach program for New England congressional staffers, September 23 ... CHARLES OPPENHEIM, Immigrant Visa Control, traveled to Montreal to review and discuss immigrant visa number allocations systems, September 29-October 1 ... GEORGIA ROGERS, Citizens Emergency Center, participated in a consular conference in Mexico, September 26-30. She also reviewed consular operations at the U.S. interests section in Havana, October 2-5 ... DAN PAPPAS, Evaluations and Standards Division, visited the New York, Stamford and Philadelphia Passport Agencies for procedural review of operations on fraud ... MERLE ARP, director, Field Support and Liaison, traveled to Lima to review consular space, and to Mexico City to participate in an antifraud conference and a consular workshop, September 22-30 ... WILLIAM CHRONISTER, Evaluation and Standards Division, visited the Los Angeles, San Francisco and Seattle Passport Agencies for procedural review of operations on fraud, September 29-30. Mr. Chronister also participated in antifraud training for Customs inspectors at the training center in

Glenco, October 6.

Overseas Citizens Services, and the Citizens Emergency Center in particular, became involved in the aftermath of the shooting-down of Korean Air Lines Flight 007. Hundreds of inquiries from next of kin and other sources were handled, families of victims were kept informed, and Overseas Citizen Services officers helped staff the Department's task force.

Bureau personnel completing courses in September and October included: TERESA HOBGOOD (mid-career consular course); MARY ALICE NOYES (executive performance seminar, Berkley Springs, W.Va.); and LUCILLE HERNANDEZ (congressional seminar) ... On September 13 and 14, Foreign Service Nationals from 17 posts were in Washington to participate in the Foreign Service Institute's consular employees professional seminar. They were welcomed by the deputy assistant secretary for overseas citizens services, ROBERT B. LANE ... Newly-assigned bureau employees include LOIS MATTESON, director, refugee processing and humanitarian parole; SAUNDRA HUMPHREY, field support and liaison; ELO-KAI OJAMAA, advisory opinions; and GREGORY DEDWYLER, Communications and Records Division. □

Economic and Business Affairs

Assistant Secretary RICHARD McCORMACK, on September 22, addressed the "Rule of Law" Committee on Third World debt problems. On October 4, he addressed a seminar for institutional investment executives, on Latin American debt issues. On October 5, Mr. McCormack spoke before the International Engineering and Construction Industries Council, on U.S. export promotion efforts.

Senior deputy assistant secretary ELINOR CONSTABLE traveled to Paris, September 13-16, as the U.S. delegate to the Paris Club talks, regarding rescheduling the Polish debt. Following those talks she attended the Committee on International Investment and Multinational Enterprises meeting, in Paris, September 19-23. On October 11 and 12, Ms. Constable headed the U.S. delegation for bilateral investment treaty negotiations with Zaire. On September 8, she addressed the Public Affairs Council on the international economic situation.

From August 29-September 3, DALE TAHTINEN, deputy assistant secretary for international trade controls, traveled to Tokyo and Seoul, to participate in security symposia sponsored by the Institute for Foreign Policy Analysis and the Asiatic Research Center. Mr. Tahtinen then traveled to Ottawa, September 8-11, to participate in the annual conference of the International Institute of Strategic Studies. While there, he spoke on "Economic Relations Between East and West." From there, on September 12-13, he went to Los Angeles, where

he addressed the Technical Marketing Society of America, on "Critical Technology Control: Issues and Outlook." ... RONALD A. DWIGHT of the Office of East-West Trade headed the U.S. delegation to the September 5-8 meeting of the Economic Commission for Europe, in Geneva. The meeting's topic was "Obstacles to Trade." ... RON KIRKPATRICK, chief Security Export Controls Division, Office of East-West Trade, led the U.S. delegation to September 14-15 multilateral Coordinating Committee on Export Controls negotiations, on marine propulsion gas turbine engines. This was 1 of the 13 original U.S. "high-priority" proposals.

The deputy assistant secretary for international energy policy, E. ALLAN WENDT, spoke at the Oxford Energy Seminar, September 1, in England, on "Western Energy Security: New Dilemmas for Western Policy." Mr. Wendt also traveled to Paris, for the October 5 meeting of the governing board of the International Energy Agency. On September 28-29, in Ottawa, he headed the U.S. delegation to a meeting of the U.S.-Canadian Energy Consultative Mechanism. Accompanying him were CHARLES HIGGINSON, director, and PRESHOTT WURLITZER, both of the Office of Energy Producer-Country Affairs ... Mr. Higginson represented the United States at a meeting, October 4, in Paris, of the Ad Hoc Group on International Energy Relations, of the International Energy Agency. He was also a member of the U.S. delegation to the agency's governing board meeting, October 5 ... Mr. Higginson and JANICE LYON, of the same office, traveled to New York, August 26, to consult with a group of U.S. businessmen on a proposed workshop on energy investment in the developing countries ... From August 15-19, FREDERICK H. GERLACH, deputy director of the office, traveled to Milwaukee, Tacoma and Portland, where he gave a series of speeches and interviews on U.S. energy policy. He also participated in the Oxford Energy Seminar, in England, August 29-September 9 ... DAVID H. BURNS, director, Office of Energy Consumer-Country Affairs, attended International Energy Agency meetings in Norway and France, September 8-14, and a U.S.-Japan Energy Working Group experts meeting, in Anchorage, September 15-17.

WES SCHOLZ of the Marine and Polar Minerals Division represented the bureau in bilateral discussions on the law of the sea, in Bonn, Brussels, the Hague and Paris, September 26-30 ... On September 7-9, GORDON S. BROWN, director, Office of Maritime and Land Transport, and RONALD M. ROBERTS of that office participated in maritime consultations with Venezuela, in Washington ... JUDY MEYER of the office traveled to Beijing, August 29-September 2, to take part in negotiations with the Chinese on a new maritime agreement ... SAM SMITH, deputy director of the office, represented the United States at two meetings of the Organization for Economic Cooperation and Development's Maritime Trans-

port Committee, in Paris, the week of September 19. The committee's working group discussed competition policy for cargo lines, while its special group on international organizations discussed the position of developed countries at shipping meetings of the UN Conference on Trade and Development.

CHARLES ENGLISH, from the Office of Development Finance, was a member of the U.S. delegation to the 27th session of the Trade and Development Board, in Geneva, October 3-14 ... GERALD LAMBERTY and RON WOODY of the office represented the Department at a September 24 meeting of the International Development Association deputies, in Washington. This was the fifth meeting of the deputies in the negotiations for the seventh replenishment of the association's resources ... RICHARD SMITH, GERALD LAMBERTY and MARGARET DEAN attended the 22nd International Monetary Fund and World Bank Joint Ministerial Development Committee meeting, in Washington, September 26.

BOB PASTORINO, chief, Industrial and Strategic Materials Division, served as alternate head of the delegation for the fourth special council meeting of the International Natural Rubber Organization, in Kuala Lumpur, September 12-16.

G. PAUL BALABANIS, director, Planning and Economic Analysis Staff, and GEORGE

TAVLAS of the staff briefed ambassador-designate ALAN KEYES, September 14, on the world economic situation. Mr. Keyes has been nominated to be the U.S. representative to the Economic and Social Council, at the U.S. mission to the United Nations. On September 16, Mr. Balabanis and Mr. Tavlas briefed ALENDROS PEDROS on economic matters. Mr. Pedros, a member of the Spanish parliament, visited the United States by invitation from USIA ... JACK SHERIN of the Planning and Economic Analysis Staff traveled to Bangkok, August 8-12, as a faculty member, in an energy conference sponsored by the Massachusetts Institute of Technology. While in Bangkok, he consulted with embassy personnel on computer-related developments.

Employees who have entered on duty in the bureau include: RICHARD J. SMITH, deputy assistant secretary-designate for international finance and development; GERALD MONROE, director, Office of Food Policy; HAROLD K. RESSLER, Office of Business Practices; JOEL CASSMAN, Industrial and Strategic Materials Division; VICKIE PRATT, Office of East-West Trade; MARIANNE HALUSKA and CECELIA SODHI, Office of Energy Consumer-Country Affairs; CHRISTINE PLUNKETT, Office of International Communications Policy; CHRISTINE MACKELL, Trade Agreements Division; SUSAN YNIGUEZ, Executive Staff; and TONYA LARK, Vocational Office Trainee. □

EUROPEAN AND CANADIAN AFFAIRS—From left: *Charles R. Bowers*, departing executive director; *Mary A. Ryan*, the new executive director; *Douglas Langan*, departing deputy executive director (now deputy director, Office of Foreign Missions); *Patricia Klungenmaier*, departing secretary to the executive director (now the deputy chief of mission's secretary in Moscow).

European and Canadian Affairs

Assistant Secretary RICHARD BURT accompanied SECRETARY SHULTZ to the UN General Assembly, in New York, September



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26-30. He participated in the Secretary's bilateral meetings with the foreign ministers of Holland, Sweden, Belgium, Italy, the Federal Republic of Germany and France, as well as in the Secretary's meeting with French President FRANCOIS MITTERRAND. He also participated in the working visit of British Prime Minister MARGARET THATCHER, September 29, and in the state visit of the President of the Federal Republic of Germany, KARL CARSTENS, October 3-5. From October 5-12 he traveled to Bonn to chair a meeting of the Special Consultative Group, and to take part in bilateral meetings with Federal Republic of Germany officials; he then continued on to Stockholm and Oslo for additional consultations ... As acting assistant secretary, JOHN KELLY participated in the state visit of Finnish President MAUNO KOVISTO, September 24-27, and greeted Mrs. Thatcher on her arrival at Andrews Air Force Base.

Deputy assistant secretary MARK PALMER accompanied VICE PRESIDENT BUSH, September 14-22, to Tunisia, Yugoslavia, Romania, Hungary and Austria ... Deputy assistant secretary JAMES MEDAS went to Ottawa, September 22, for bilateral consultations. He returned to Ottawa, September 28, to participate in an energy consultative mechanism meeting ... The deputy for policy, RICHARD HAASS, was appointed special Cyprus coordinator by the Secretary. He accompanied the Secretary to the General Assembly, September 26-October

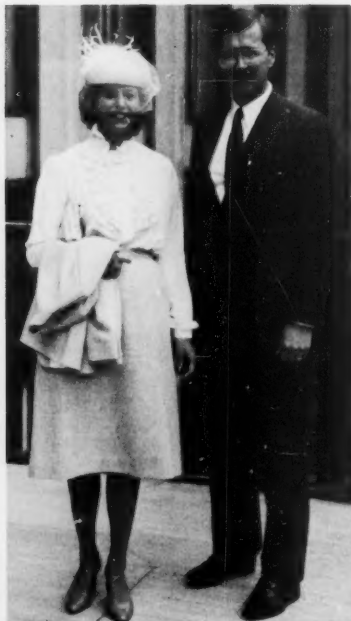
5, and participated in the Secretary's meetings with the Turkish, Japanese and Korean foreign ministers and with the president of Cyprus. He traveled to Brussels and Paris, October 11-14, for consultations with U.S., NATO and host-country officials.

Ambassador ARTHUR BURNS, Bonn, consulted in the Department, October 1-8, during the state visit to Washington of President Carstens. Mr. Burns also visited Philadelphia, to take part in German-American celebrations in connection with the Carstens visit ... Ambassador ABRAHAM KATZ, U.S. representative to the Organization for Economic Cooperation and Development, accompanied its secretary general on his September 26-29 calls on U.S. cabinet and subcabinet officials in Washington ... Ambassador ROBERT STRAUSZ-HUPE, Ankara, was in the Department, September 26-30 and October 11-12, on consultations ... NELSON LEDSKY, minister, U.S. mission in Berlin, was in Washington for consultations, September 28-30.

CHARLES SYLVESTER, public affairs adviser, traveled to Europe, September 30-October 7, to attend a USIA-organized workshop, in Brussels, on the public affairs aspects of security issues ... JOHN C. KORNBLUM, director, Office of Central European Affairs, traveled to New York, September 28-29, to participate in the Secretary's bilateral talks with the foreign minister of the Federal Republic of Germany. Mr. Korn-

blum also participated in the Western Association for German Studies conference, at the University of Wisconsin, Madison, September 30 ... DAVID T. JOHNSON, officer for Berlin affairs, traveled to Casteau, Belgium, to participate in the Live Oak second directors' conference; to Vienna, to participate in a bilateral exchange of views with the government of Austria; and to Berlin and Bonn, for consultations, September 15-October 1 ... The following officers have joined the Office of Central European Affairs: JEFFREY C. GALLUP, officer-in-charge of Berlin, German Democratic Republic and East-West Affairs; DAVID T. JOHNSON, Berlin desk; KEITH P. McCORMICK, German Democratic Republic affairs; WILLIAM R. SALISBURY, economic affairs, Federal Republic desk; JAMES W. SWIHART JR., officer-in-charge, Federal Republic affairs; and ALAN R. THOMPSON, deputy director ... WILLIAM WARREN, Bulgarian desk officer, Office of Eastern European and Yugoslav Affairs, traveled to Sofia, Belgrade and Munich on consultations.

Following the departure of THEODORE E. RUSSELL to his new post as deputy chief of mission in Copenhagen, his successor, BETTY-JANE JONES, has taken up her duties as deputy director of the Office of Regional Political-Economic Affairs ... RAY CALDWELL, deputy director, and GEORGE F. WARD of the Office of European Security and Political Affairs, participated in the concluding ministerial session of the Madrid meeting



LONDON—On their way to Buckingham Palace to attend Queen Elizabeth's garden party are administrative officer Dick Megica with wife Sandy and, in the trio, from left,

ambassador's aides Dee Dee Granzow, Treasury Department's Rhonda Bresnick, and State's economist Barbara Bowie.



of the Conference on Security and Cooperation in Europe, September 7-9. Mr. Ward traveled also to Brussels to attend the special meeting, September 9, of the North Atlantic Council, on the Korean airliner tragedy ... JOHN HAMILTON of the same office represented the United States at the meeting in Brussels of national coordinators of the NATO Committee on the Challenges of Modern Society, September 9 ...

ERIC REHFELD, special assistant, participated in the European Command infrastructure planning conference, in Vicenza, Italy, September 20-22.

DIRK GLEYSSTEEN, director, Office of Southern European Affairs, attended Secretary Shultz's, bilateral meetings with the government of Cyprus, September 28, and with the government of Turkey, October 5, in New York ...

EDRIC SHERMAN, Cyprus desk officer, Office of Southern European Affairs, traveled to New York, October 5, to meet with the new Cypriot foreign minister and with UN officials. □

Foreign Service Institute

Director STEPHEN LOW attended and spoke at conferences and symposia at Princeton, the University of Virginia, Georgetown University and the Johns Hopkins School of Advanced International Studies, during late September and early October.

Members of the 26th Executive Seminar in National and International Affairs visited Boston and Lowell, Mass., and Ottawa and Montreal, Canada, the week of September 25, on their first field trip. The 25 members, who are exploring domestic policy questions and their effect on foreign and security policy issues, met with government officials at the state, local and national levels, as well as business and community leaders and key media figures.

New employees who entered on duty at the institute include the following: DONALD WOODWARD and DAVID I. KEMP, Executive Seminar in National and International Affairs; LOUIS E. KAHN, Center for the Study of Foreign Affairs; JOHN F. CHARLTON, ALMA FLOYD, KENNETH A. STAMMERMAN, RICHARD WALLEN, School of Professional Studies; WALTER G. BARNES, School of Language Studies; PETER P. REGRUT, general services; and JACQUELINE JACKSON, personnel office.

The following language and culture instructors have entered on duty at the institute: SARA ATANASOFF (Bulgarian); BOK SOOK CHOI (Chinese); NILGUN GALIN (Turkish); GLADYS KLINE (Spanish); VICTORIA LEE (Chinese); SONJA MEUKOW (Danish); OSCAR REYES (Spanish); and MAHANI TALIB (Malay). □

Department of Look-Alikes



Ms. Abramowitz



Ms. Curwain

DEPARTMENT visitors at the U.S. consulate general in Toronto who wonder why Sheppie Abramowitz is there are advised that it is not Ms. Abramowitz whom they have encountered. They are face to face with Eileen Curwain, who is the extraordinarily proficient Foreign Service national in the visa section (STATE, October). A visit with Ms. Abramowitz, formerly head of the Department's Family Liaison Office, would require a trip to Vienna. She is there with her husband, Morton, the U.S. representative at the mutual and balanced force reduction talks.

Inspector General's Office

WILLIAM C. HARROP, former ambassador to Kenya, has joined the office as inspector general-designate; he met with inspectors prior to their departure for overseas inspections now in progress ... Mr. Harrop addressed the junior officer class, October 14 ... Former acting inspector general RICHARD K. FOX left the office, October 28, following four years as senior deputy inspector general. The staff met with the incoming and outgoing leadership, October 12, at the home of deputy inspector general WILLIAM B. EDMONDSON.

Mr. Fox and the assistant inspector general for audits, BYRON HOLLINGSWORTH, represented the Department of State on the President's Council on Integrity and Efficiency, in a joint meeting with the assistant secretaries for management group ... FRANK MANGANIELLO of the audit staff participated in meetings of the council's Computer Audit Committee, which is devising plans to

advance use of computer technology in detection and prevention of waste and abuse in Government programs ... Mr. Manganiello, with TIMOTHY HEALY of the audit staff, attended a council-sponsored course in microcomputer skills for auditors and investigators ... JOAN SMITH, special assistant, represented the office on a council project aimed at strengthening efforts to deter waste and fraud.

Prior to the current cycle of inspections, inspectors attended training sessions in management, interviewing skill and administrative operations. MADISON ADAMS and DONNA KREISBERG of the Coordination and Review Staff conducted an editors' workshop. ARTHUR MAUREL and JAMES SANDLIN, of the Office of Investigations, attended a white-collar crime seminar, given by the Federal Law Enforcement Training Center, Glynco, Ga.

Briefings on inspector-general activities included consultations with Mr. Harrop and Mr. Fox by ambassador-designate CLAYTON McMANAWAY prior to his departure for Port-au-Prince ... The assistant inspector general

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for investigations, PHILIP HARRICK, addressed the Central Planning Committee, Investigations and Inspection Staff, of the AID Office of the Inspector General, on the organization and functions of the Office of Investigations ... With inspectors ROBERT CHAMBERS, ROBERT GRANICK and ROBERT WASKA, Mr. Harrick briefed classes of budget and administrative officers on problems of waste, fraud and abuse ... Mr. Harrick also spoke at the Office of Security's annual conference of its associate directors of security.

Senior inspectors FRANK CRIGLER, JOHN CROWLEY, RAYMOND GONZALEZ, JOHN LINEHAN and RICHARD MATHERON departed with their teams for inspections in Austria, Switzerland, the German Democratic Republic, the Federal Republic of Germany, the Soviet Union, Canada and selected missions to international organizations ... Consultants currently working with the office are MICHAEL CONLIN, who joined the team inspecting West Germany, and DANIEL WILLIAMSON, who is evaluating the Department's compliance system with RICHARD REDMOND of the Office of Management Operations ... Former senior inspector ROBERT MILLER has retired to accept a position with the Multinational Force and Observers. □

Intelligence and Research

The Office of the Executive Director has had several personnel changes: The new deputy executive director is GREGORY L. JOHNSON, previously an administrative officer in Moscow; his new secretary is ETHELEEN RICE, formerly with the Office of Analysis for Africa; JANET BILBO is the new personnel assistant; and K. STEVEN HALTER has arrived from the mid-level officer professional development course to assume duties as a personnel officer.

In the Office of Analysis for the Soviet Union and Eastern Europe, MARTHA MAUTNER, the deputy director, addressed civic and academic groups, as well as foreign affairs committees and the local media, on Soviet-related issues, in Cheyenne and Casper, Wyo., September 21-24 ... PAUL GOBLE, analyst, spoke on the Soviet Scientific Council for Nationality Problems, to the Research Institute on International Change faculty seminar, at Columbia University, September 27 ... After a year's sabbatical at the University of London's School of Oriental and African Studies, analyst WAYNE LIMBERG has rejoined the office ... ALVIN KAPUSTA, special assistant for Soviet nationalities, spoke on religion in the Soviet Union, to various groups at Indiana University, in New Albany, and the University of Louisville, in Kentucky, on October 5-6.

The director of the Office of Analysis for Inter-American Affairs, WILLIAM

KNEPPER, visited Mexico City, in late September, to consult with embassy officers and participate in the annual Latin American Studies Association conference ... JAMES BUCHANAN spoke to an Air National Guard's Latin American Awareness seminar, at the National War College, August 23 ... WILLIAM LOFSTROM lectured at Georgetown University, on U.S.-South American relations, September 13 ... DAVID SMITH and HOWARD DAVIS addressed officers from the Fort Bragg foreign area officer course, on Central America and the Caribbean, October 5 ... GERALD McCULLOCH visited Venezuela, Colombia, Ecuador and Panama, September 14-October 1, to consult with embassy officers and local public and private sector representatives ... GERARD GALLUCCI visited Cuba for 10 days, during September, on an orientation visit ... JAMES DAVIS visited Mexico City, September 27-October 1, and Managua, October 1-7, to consult with embassy officers and government and opposition figures in both capitals. He also traveled to areas in Nicaragua, outside

Managua, to observe effects of the insurgency ... CHARLES HERRINGTON spoke at Appalachian State University, in Boone, N.C., September 15, at a conference on Central America. □

Inter-American Affairs

Assistant Secretary LANGHORNE A. MOTLEY traveled to Central America, September 1-8, visiting Guatemala, Costa Rica, Panama, Honduras, and El Salvador, for meetings with local leaders and embassy officials, and to accompany Secretary of Defense CASPAR WEINBERGER on his tour of the region.

N. SHAW SMITH, director, Office of Central American and Panamanian Affairs, traveled, August 27-September 13, to Honduras, Costa Rica, Nicaragua, El Salvador, Guatemala and Belize. He also traveled to New York, September 5-7, to participate in meetings held by SECRETARY



INTER-AMERICAN AFFAIRS—George B. High, director of Mexican affairs, receives Superior Honor Award, for his service as

deputy chief of Mission in Brasilia, from Assistant Secretary Langhorne Anthony Motley, left.



MEXICO—At regional conference for community liaison officers, from left: Nancy Tiernan, Mexico; Debra Loff-Like, Guatemala City; Evelia Horn, Managua; Cindy Owens, Tegucigalpa; Mercedes Yrizarry, Santo Domingo; Ginny Taylor, Washington; Clarita Lowe, Mexico; Britt Clements, San Jose; Ambassador John Gavin; Francesca Peterson and Toni McMillan, Mexico; Jewell Fenzi, Port-of-Spain; Kathryn Ryner, Panama City; Marcia Curran, Washington.

SHULTZ with various representatives on Central American issues ... RICHARD R. WYROUGH, coordinator for Panama Canal and treaty affairs, traveled to Panama, September 25-29, to attend the board meeting of the Panama Canal Commission, as well as meetings with Panamanian officials ... DAVID A. SCIACCHITANO, Panama Canal study officer, accompanied Mr. Wyrough to Panama, with a team of representatives of various U.S. Government agencies, for informal discussions with Panamanian and Japanese authorities in preparation for a November meeting in Tokyo of the preparatory committee for the study of alternatives to the Panama Canal. Also traveling to Panama for consultations at the embassy and general orientation, were MARY E. McLEOD of the Legal Adviser's Office and desk officer KENNETH R. AUDROUE.

Nicaragua desk officer STEPHEN McFARLAND spoke, October 4, on U.S. policy toward Nicaragua, at the Woodbridge High School ... Honduras desk officer MICHAEL DIXON accompanied Mr. Motley, October 5, to bilateral talks between Honduras and Guatemala, at the United Nations ... Ambassadors EVERETT E. BRIGGS (Panama), JOHN D. NEGROPONTE (Honduras) and ANTHONY C. QUANTON (Nicaragua) visited the bureau for consultations during September ... Joining the Office of Central American and Panamanian Affairs were El Salvador desk officer JANET L. CRIST and secretaries BARBARA J. BARRETT, JOSEPH L. ERWIN and JANET L. HARRISON.

LUIGI R. EINAUDI, director, Office of Policy Planning and Coordination, and planning officer JOHN R. HAMILTON attended the NATO Latin American experts meeting, in Brussels, September 29-30. They continued on, to discuss Latin American is-

ssues with government leaders, media representatives and academics in a number of European countries ... On September 11-13, deputy director MICHAEL SKOL made a speaking trip to California, discussing U.S.-Latin American policy on ABC national radio in San Francisco; addressing the Monterey Foreign Relations Council; and speaking to the editorial board of the local newspaper in Long Beach. Mr. Skol was in the midwest, September 23-24, where he took part in the Department's foreign policy conference in Indianapolis; he represented the Department in Milwaukee, at a town hall meeting on Central America ... RICHARD HARRINGTON, policy planning officer, was in Georgia, September 7-9, where he spoke on Central American policy to the Columbus Jaycees and the Decatur Rotary Club. While in Decatur, he made a TV presentation and spoke with media representatives.

The ambassador to Peru, FRANK ORTIZ, was in the Department on consultations, September 23-28 ... SAMUEL HART, ambassador to Ecuador, was in the Department, August 25-September 30, to serve on a selection panel ... LEE PETERS, country officer for Bolivia, visited La Paz for country orientation, September 26-30 ... LINDA PFEIFLE, country officer for Venezuela, appeared on PBS Television, in Binghamton, N.Y., September 28, to discuss U.S. policy in Central America ... The director of the Office of Andean Affairs, FERNANDO RONDON, visited Venezuela and Colombia, August 26-September 4, and Peru, Bolivia and Ecuador, September 30-October 12, for orientation ... GEORGE LANDAU, ambassador in Caracas, was in the Department, September 19-26, for consultations ... The country officer for Colombia, GABRIEL GUERRA MONDRAGON, visited Colombia for orientation,

October 10-19.

The Office of Brazilian Affairs has reached full staffing level with the arrivals of economic/commercial officer IRVING WILLIAMSON in June; deputy director ELEANOR SAVAGE, from the Venezuela desk, in July; and international relations officer ELAINE S. PAPAIZIAN, from Embassy Dhaka, in September ... Office director JAMES FERRER JR. traveled to Brasilia, in August, to participate in the final meeting of the U.S./Brazil working group on industrial/military cooperation ... From October 11-18, JAMES HUFF, political officer, Office of Mexican Affairs, traveled to Mexico City, Guadalajara, and Ciudad Juarez, for general orientation. □

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO, with the director of the Latin American Division, ROSS BENSON, and U.S. Coast Guard/State Department liaison officer Commander RICHARD WHITE, visited Jamaica, Haiti and the Bahamas, September 12-16, to review the drug control effort in each country. The party also met in Miami with U.S. law enforcement agencies to discuss U.S. drug interdiction activities in Florida and the Caribbean ... Mr. DiCarlo and PETER LORD, director of the Office of Program Management, visited Bogota, September 21-24, to discuss the narcotics control program with embassy and Colombian officials. Mr. Lord also visited Peru, September 24-30, to inspect bureau projects in the Upper Huallaga Valley, and to review the bureau program with embassy and Peruvian officials ... Mr. DiCarlo was a principal speaker at the annual meeting of the National Federation of Parents for Drug Free Youth, in Virginia, September 28. He reviewed the international narcotics situation, but also emphasized the importance of domestic prevention and enforcement activities in demonstrating American resolve to overseas narcotics source countries.

Program Officer SYDNEY GOLDSMITH also visited Peru, September 20-29, and Bolivia, September 29-October 8, to review recent bilateral program agreements and to visit crop substitution and eradication field ac-

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tivities ... Bogota narcotics assistant unit director CAESAR BERNAL accompanied a Colombian technical team to the United States, October 3-7, to discuss with State Department, Drug Enforcement Administration, Health and Human Services, National Institute of Drug Abuse, and White House officials the environmental and health effects of paraquat, if sprayed on cannabis cultivation. Bureau program officer LANA CHUMLEY helped escort the team during its visit to Washington and Mississippi ... Senior aviation adviser JOHN McLAUGHLIN ferried an agricultural aircraft to Mexico, September 12-23. This aircraft is presently undergoing modifications in preparation for field tests of a new herbicide delivery system ... JOHN VON ANCKEN, on detail from the Federal Aviation Administration, will be working with Mr. McLaughlin in the Program Management Office for six months.

Consulting in the bureau were Ambassadors JOHN GUNTHER DEAN, Thailand; FRANK ORTIZ, Peru; JOHN H. HOLDRIDGE, Indonesia; THOMAS P. SHOESMITH, Malaysia; Ambassador-designate CLAYTON McMANAWAY, Haiti; DANIEL O'DONOHUE, Burma; DONALD LEIDEL, Bahrain; and CHAT NA CHIENGMAI, Foreign Service national in the political section of the American consulate in Chiang Mai, Thailand ... Other visitors to the bureau included GEOFFREY R. HARBER, assistant secretary for security and communications, Australian Department of Foreign Affairs, accompanied by ROBERT E. TAYLOR, counselor/consul-general of the embassy of Australia; M.V.N. RAO, additional secretary of the Indian ministry of finance; KARL SAMUDA of the Jamaican ministry of health, who visited Mr. DiCarlo to discuss drug abuse prevention initiatives being instituted by the Jamaican government ... In addition, DAN GARRISON, GEORGE KREPS and NORMAN STANLEY visited from Ohio State

University, to discuss the Burma beekeeping project. □

International Organization Affairs

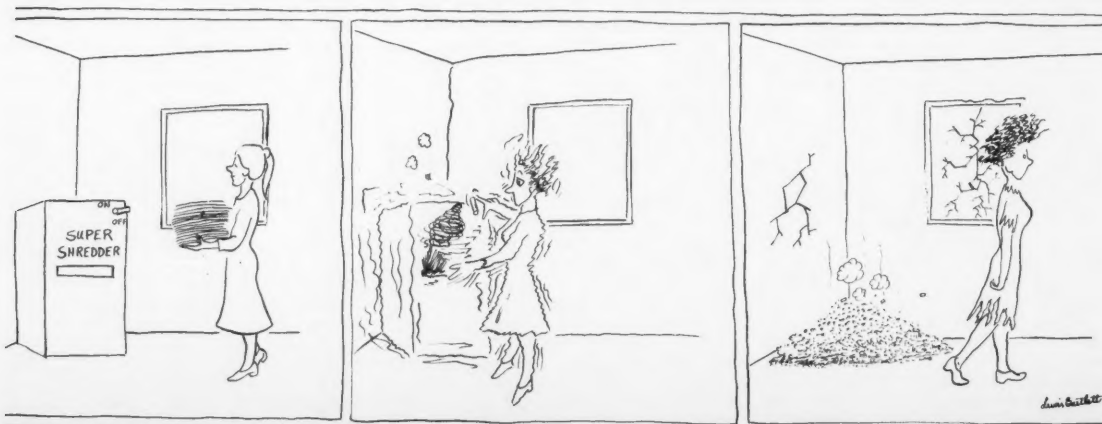
Deputy assistant secretary GORDON L. STREEB served on the U.S. delegation to the special session of the governing council of the International Civil Aviation Organization, convened on September 15 to discuss the Korean Air Lines shooting incident. Mr. Streeb also headed the U.S. delegation to the meeting of the UN Conference on Trade and Development, in Geneva, October 3-17 ... D. CLARK NORTON, of the Transportation and Communications Directorate, served on the U.S. delegation to the organization's Assembly, September 20-October 10.

ANTONIO GAYOSO, director, and EDWARD M. MALLOY, deputy director, of the Office of International Development, attended consultations with the Canadians on a broad range of international agricultural issues, in Ottawa, October 6-7 ... NANCY CONNOLLY FIBISH, Agricultural Development Division, Office of International Development, attended the 16th session of the Committee on Food Aid Policies and Programs, of the World Food Program, in Rome, October 20-28 ... HARTFORD T. JENNINGS, Economic Development Division, Office of International Development, visited a number of colleges in Ohio, October 3-13. He addressed college seniors and graduates about careers in the Foreign Service ... THOMAS GABBERT, Office of Technical and Specialized Agencies, attended the October meeting of the board of governors of the International Atomic Energy Agency, October 6-7. Mr. Gabbert also attended the general conference of the organization, October 10-14, advising the U.S. dele-

gation, headed by Secretary of Energy DONALD P. HODEL, on administrative, budgetary and political matters.

BERNARD ENGEL, deputy director of the Office of Economic Policy, served as alternate representative to the meeting of the UN Conference on Trade and Development's committee on economic cooperation among developing countries, in Geneva, September 12-23 ... NEIL A. BOYER, director for health and narcotics programs, and F. GRAY HANDLEY, of the same directorate, served on the U.S. delegation to the directing council of the Pan American Health Organization, in Washington, September 26-October 3 ... PAUL HILBURN, Office of Technical and Specialized Agencies, traveled to Panama, September 26-30, to attend a State labor attaches conference, and to speak to the group on international labor organization issues ... PAUL J. BYRNES, director, Office of Technical and Specialized Agencies, served as the U.S. delegate to the fifth World Tourism General Assembly, in New Delhi, October 3-14. Before returning to the United States, Mr. Byrnes met in London with the secretary general of the International Maritime Organization, for discussions concerning the forthcoming general assembly ... From September 6-9, M. DEBORAH WYNES, Office of UN System Budgets, accompanied budget examiner, PATRICIA SCHLUETER during consultations with the staff of the U.S. mission to the United Nations and representatives of the UN secretariat, regarding the draft 1984-1985 UN budget and other issues, such as the UN budget process, peacekeeping expenses, and cash flow problems ... BARRY F. GIDLEY, director, Office of UN System Budgets, was attending the 38th session of the UN General Assembly, as a member of the U.S. delegation.

He was to present the U.S. position to the administrative and budget committee.



KYLE SCOTT has transferred from Zagreb to the Office of International Economic Policy ... ROBERT NORMAN, from Belgrade, has transferred to the Office of UN Political and Multilateral Affairs ... JEAN MELVIN, from the Office of Human Rights Affairs, has been assigned to the Foreign Service Institute ... NORMAN SHAFT, from the Office of Technical Specialized Agencies, has transferred to Kuwait ... JOHN MARTIN, from the Office of UN Political and Multilateral Affairs, has transferred to the Bureau of Inter-American Affairs ... BRENDA JONES, from that office, has been assigned to the Bureau of Politico-Military Affairs ... LINDA STEWART, from the Office of UN System Administration, has been assigned to the Bureau of Economic and Business Affairs ... PHYLLIS RUBIN, from the Office of Communications and UNESCO Affairs, has been detailed to the Bureau of Oceans and International Environmental and Scientific Affairs. □

Legal Adviser's Office

On September 20, the legal adviser, DAVIS R. ROBINSON, with assistant legal adviser DAVID COLSON, met with the New England Regional Fisheries Council, in Boothbay, Me., to discuss matters concerning the maritime boundary case with Canada, in the Gulf of Maine area.

Professor HAROLD G. MAIER, counselor on international law, spoke on "Extraterritoriality and the Restatement of Foreign Relations Law (Revised)," at a seminar at the University of Virginia law school, conducted by Professor RICHARD B. LILLICH, September 7. On September 23-24, Mr. Maier participated in a two-day conference, "Linkages between International Human Rights and U.S. Constitutional Law," sponsored by the Procedural Aspects of International Law Institute, at the Carnegie Endowment for International Peace. The conference was intended to facilitate an exchange of views between specialists in constitutional law and the international law of human rights ... THOMAS A. JOHNSON was an adviser on the U.S. delegation to the extraordinary session of the Council of the International Civil Aviation Organization, convened in Montreal, September 15, to deal with the Soviet shooting-down of Korean Air Lines Flight 007. □

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES met with the United Jewish Appeal leadership, September 6, to discuss Lebanon and events in the Middle East ... He met with the leadership of the National Jewish Community Relations Advisory Council, Sep-

tember 20, to discuss events in the Middle East and Persian Gulf area ... On September 26, he met with the Republican leadership group, in Washington, to discuss U.S. policy in the Middle East.

On September 15 deputy assistant secretary THOMAS NASSIF met with the incoming Veterans of Foreign Wars leadership team, in the Department, to brief them on the situation in the Middle East ... On September 15, the deputy for Middle East negotiations, WILLIAM KIRBY, spoke on "Preserving U.S. Interests in the Middle East," at the Council on World Affairs in Cleveland ... Mr. Kirby met with the American Legion commander and its leadership, to update them on the Middle East and Lebanon, September 22 ... Ambassador MORRIS DRAPER met with the Council on Foreign Relations, in New York, September 14, to discuss peace efforts in the Middle East ... He gave the keynote address, on "U.S. Peace Initiatives and Lebanon," at the Middle East Institute's annual conference, in Washington, September 30.

PETER SEBASTIAN accompanied VICE PRESIDENT BUSH on the North African leg of his recent trip to the Maghreb and to eastern Europe ... PHILIP C. WILCOX JR., director, Office of Regional Affairs, attended the NATO Middle East experts meeting, in Brussels, September 21-22 ... JAMES M. EALUM took over his duties as director, Office of Iranian Affairs, in September. Mr. Ealum's previous post was consul general in Dhahran ... On September 12 the ambas-

sador-designate to Qatar, CHARLES DUNBAR, traveled to Hartford, Conn., where he addressed the World Affairs Council. The topic was Afghanistan. On September 20 he addressed the Council on Foreign Relations in Detroit, also on Afghanistan ... On September 20 THEODORE FEIFER, special assistant for Middle East negotiations, met with a Washington Mission Program group from Ohio ... LANGE SCHERMERHORN, Office of North African Affairs, and ROBERT BOGGS, Office of Egyptian Affairs, met with North African leaders and academics participating in the USA-sponsored Operation Crossroads Africa, on September 23, to discuss North African issues and U.S. policy in that region ... DAVID GREENLEE, Office of Israel and Arab-Israeli Affairs, briefed a Washington Mission Program group from New Jersey, on U.S. Middle East policy, September 13. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE served as chairman of the U.S. delegations for the second meetings of the U.S.-Brazil working groups on meetings and technology and space cooperation. The meetings were held in Washington the week of August 30, and the Brazilian science and technology delegation was chaired by FRANCISCO DE LIMA E SILVA and the

ISLAMABAD, Pakistan—At opening of new community liaison offices are, from left,

Shirley Eaton, Linda Caldwell, chargé d'affaires Barrington King, Mrs. King.



space cooperation working group by Ambassador MARCOS CASTRIOTO DE AZAMBUJA, both from the ministry of foreign relations. HARRY R. MARSHALL JR., principal deputy assistant secretary, served as deputy chairman of both working groups and led both to the launching of the Space Transportation System-8 at Cape Canaveral, the morning of August 30. It was the first night-time launch of the space shuttle. Brazil plans to participate in a launch next year. . . . The U.S. side of the space cooperation working group was supported by Colonel GEORGE OJALEHTO, deputy director of the Office of Advanced Technology, and the science and technology working group by DON FERGUSON, director of the Office of Cooperative Science and Technology Programs. These working groups are two of five created following talks between PRESIDENT REAGAN and President JOAO BAPTISTA FIGUEIREDO last December. They were established to examine programs between the two countries, as well as to identify new projects and areas of prospective cooperation. The meetings culminated in the initialing of the new agreement for science and technology between the United States and Brazil, and the joint signing of a final report of the space cooperation working group, to be included as part of a summary report to Presidents Reagan and Figueiredo later this fall. The meetings were also supported by representatives from the National Aeronautics and Space Administration, the National Oceanic and Atmospheric Administration, the National Science Foundation and the Department of Defense.

A regional conference of science officers from nearly all European posts, plus Cairo and Tel Aviv, was held at the American embassy in Rome, September 7-9. Assistant Secretary Malone headed the Washington delegation, which included JOHN MARCUM, assistant director, White House Office of Science and Technology Policy, and representatives of the Department of Energy, National Science Foundation and the National Institutes of Health, as well as other staffers from the bureau. An innovation was the involvement of part-time science reporting officers, as well as their full-time counterparts, the science counselors and attaches. . . . On October 3 Mr. Malone set forth the administration's position before the House Interior Committee with respect to the legislation calling for the National Oceans Commission and, on September 21, he presented an overview of the bureau's science and technology activities, under Title V of the Foreign Relations Act, to the House Foreign Affairs Committee. . . . Mr. Marshall presented a speech to the sixth biennial congress of the International Nuclear Law Association, in San Francisco. He addressed the goals of the Reagan administration in the field of nonproliferation and nuclear cooperation. . . . Mr. Marshall was the U.S. chairman of the preparatory committee for the fifth U.S.-Mexico Mixed Commission, which met in Mexico City, September 20-21. Other

members of the delegation included WILLIAM ERB, director, Office of Marine Science; JOHN TIPTON, Office of Food and Natural Resources; and EDWARD PADEFORD, Office of Cooperative Science and Technology Programs, who also acted as executive secretary of the U.S. delegation, as well as representatives from other Government agencies. The United States and Mexico agreed on a "joint minute," as well as a number of working group reports, which will form the basis of discussion for the commission meeting to be held next month in Washington. During his visit Mr. Marshall had consultations with ELISEA MENDOZA BERRUETO, the under secretary for energy; ALICIA BARCENA, the under secretary for ecology, as well as officials in the secretariat for external relations, to discuss environmental, nonproliferation and antarctic issues. . . . On September 28 Mr. Marshall testified on behalf of the Department regarding the foreign policy implications of private ownership and operation of land remote-sensing satellite systems. The hearing was chaired by Congressman JACK BROOKS (D-Tex.) for the Subcommittee on Legislation and National Security of the Committee on Government Affairs.

RICHARD E. BENEDICK, coordinator of population affairs, was interviewed in New York, August 16, for the television show "Straight Talk." While in New York, he also had meetings at the UN Fund for Population Activities with ROBIN CHANDLER DUKE, national chairwoman of the Population Crisis Committee, and with the bishop of Isernia and Venafro, at the Vatican mission to the United Nations. . . . JAMES DEVINE, deputy assistant secretary for nuclear energy and energy technology affairs, and FRED MCGOLDRICK, director, Office of Non-Proliferation and Export Policy, traveled to Tokyo and Beijing, October 20-26, to meet with Japanese and Chinese officials to discuss peaceful nuclear cooperation. . . . BILL L. LONG, director, Office of Food and Natural Resources, represented the Department at the opening session of Columbia University's fall seminar series on world resource and environmental issues, September 14, in New York. HANS MARK, the National Aeronautics and Space Administration's deputy administrator, discussed the scientific and political aspects of his agency's "Global Habitability" program concept. Subsequent seminar topics were to be carbon dioxide-climate relationships, tropical forests and world food production. . . . ARTHUR CORTE, deputy director, Office of Advanced Technology, headed the U.S. delegation at the 11th meeting of the Economic Commission for Europe's senior advisers for science and technology, in Geneva, September 19-23.

LISLE ROSE of that office traveled to San Francisco and San Diego to participate in panels dealing with the use of satellite data for disaster early warning, and the possible commercialization of Government civil weather and land remote-sensing satellites. □

Personnel

EVELYN R. MANNING, chief, Records Management and Research Division, attended a management development seminar in Oak Ridge, Tenn., September 12-23. . . . MANUEL SILBERSTEIN, personnel officer, Grievance Staff, participated in a seminar on grievance-related issues, in New York, October 6, sponsored by Cornell University. . . . SETA NAHAS, personnel specialist in Beirut, visited the Office of Foreign Service National Personnel, during a personal trip to the United States in September, to discuss Foreign Service national personnel matters. . . . VICTOR MAFFETT, personnel officer in the Office of Foreign Service National Personnel, traveled to Bamako, Mali; Ouagadougou, Upper Volta; and Niamey, Niger, September 6-16, to discuss Foreign Service national personnel issues. . . . ERNEST C. RUEHLE, director, Office of Foreign Service National Personnel, traveled to Amman, Jordan; Nicosia, Cyprus; Athens, Greece; and Belgrade, Yugoslavia, September 24-October 4, where he discussed Foreign Service national personnel issues.

From September 10-24, EDWARD "SKIP" GNEHM, chief of the Junior Officer Division in the Office of Foreign Service Career Development and Assignments, visited junior officers posted in Kingston, Port-au-Prince, Santo Domingo, Caracas, Bogota, and Mexico City. The visit provided an opportunity to discuss the guidelines of the career candidate program as well as the open assignments process. . . . NANCY HOLTZ, personnel technician, has joined the Inter-American Assignments Division.

The Department was represented at the August National Urban League conference, in New Orleans, by deputy director LYNWOOD L. EATON, of the Office of Recruitment, Examination and Employment, and MICHELLE LONG, recruitment specialist. . . . Recently assigned as deputy examiners to the Board of Examiners for the Foreign Service were JEAN GILDEA, JOHN GRIMES, ANDREW KAY, HOWARD LANE (USIA), PATRICIA A. MORTON, HOWARD H. RUSSELL (USIA) and JOHN G. PETERS. . . . JOYCE BARR has been assigned to the Recruitment Division as a per-

HAND IN HAND: HELPING OTHERS

The Combined Federal Campaign

sonnel officer. Her last post was Budapest ... MARY STITT has been designated as registrar of the Board of Examiners for the Foreign Service. Her last post was Mexico City ... The swearing-in of the members of the August Foreign Service secretarial class took place in the office of director general JOAN CLARK, who was assisted by JOANNE GRAVES of the Employment Division in administering the oath of office. □

Public Affairs

IRWIN PERNICK, deputy director, Office of Opinion Analysis and Plans, spoke with 70 undergraduate students of the American University Foreign Policy Semester Program, October 6.

WILLIAM Z. SLANY, the historian, Office of the Historian, attended the 47th annual meeting of the Society of American Archivists, in Minneapolis, October 6-7 ... NEAL H. PETERSEN, acting deputy historian, attended a naval history symposium, September 29-30, at the U.S. Naval Academy, Annapolis, Md. ... DAVID W. MABON of the Office of the Historian traveled to Grand Forks, N.D., to present a paper on the Foreign Relations series, at the Northern Great Plains History Conference, September 29-30 ... DAVID BAEHLER, SUZANNE COFFMAN, RONALD LANDA and LOUIS SMITH of the Office of the Historian traveled to Austin, Tex., September 19-24, to do research at the Lyndon Baines Johnson Presidential Library in connection with the 1961-65 Vietnam volumes of the Foreign Relations series ... SUSAN ROGGE of Austin, Tex., joined the Office of the Historian as a clerk-typist, in the Word Processing Center, October 3.

Five hundred fifty-three citizens from Indiana and surrounding states attended the Indianapolis regional foreign policy conference, September 23, at the Convention Center. Deputy assistant secretary JOHN McCARTHY opened the meeting, which was co-sponsored by the Indiana Council on World Affairs and Indiana University-Purdue University at Indianapolis. Ambassador VERNON WALTERS was luncheon keynote speaker. MICHAEL SKOL, Bureau of Inter-American Affairs; DENIS LAMB, Bureau of Economic and Business Affairs; GARY MATTHEWS, Bureau of Human Rights and Humanitarian Affairs; and DARRYL JOHNSON, Office of the Under Secretary for Political Affairs, participated in workshops.

DIANA WESTON and MONICA JANZER served as conference officers.

KATHLEEN KENNEDY attended the 38th annual Radio/Television News Directors Association international conference, in Las Vegas, September 22-24 ... LORRAINE HYNES was presented a Superior Honor Award for her contribution to creating a Department constituency for foreign policy

discussion in the southern United States ... CATHERINE KETTER, from the University of Massachusetts, joined the Office of Public Programs, September 6, as a work-study intern ... MARY KENNEDY, Office of Public Programs, in conjunction with the White House, arranged a special briefing, September 14, for labor/Hispanic/religious press representatives ... Regional program officers and members of the Media Division, Office of Public Programs, arranged 44 editorial and radio direct-line (telephone) interviews following PRESIDENT REAGAN's UN speech, and his Rose Garden statement on nuclear arms reduction.

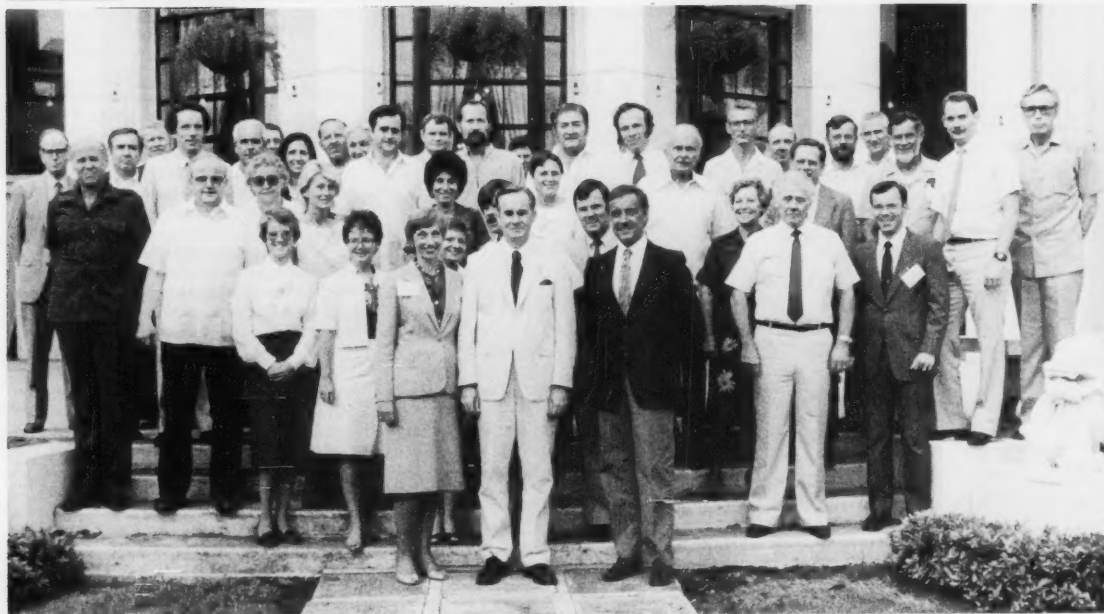
Sixty-five Veterans Administration national managers attended a September 26 eighth-floor luncheon at which JAMES. M. MONTGOMERY, deputy assistant secretary for legislative and intergovernmental affairs, was keynote speaker. MARIE BLAND, Office of Public Programs, coordinated arrangements ... The under secretary for political affairs, LAWRENCE S. EAGLEBURGER, welcomed Labor Secretary RAYMOND J. DONOVAN and 70 U.S. labor leaders to the Department, September 23, for briefings on the Korean jetliner. The assistant secretary for European and Canadian affairs, RICHARD R.

BURT, also participated. Ms. Bland and ANTHONY KERN, from the Secretary's Labor Adviser's Office, coordinated arrangements. □

Refugee Programs

Director JAMES N. PURCELL JR. headed the U.S. delegation to the executive committee meeting sponsored by the UN high commissioner for refugees, in Geneva, October 10-19. The committee meets annually to consider protection and assistance needs of refugees throughout the world, and to approve budget and management proposals for the forthcoming year. Other participants from the bureau were ARTHUR E. DEWEY, deputy assistant secretary for international refugee assistance; ROZANNE D. OLIVER, director, Office of Budget; and HARRY C. BLANEY, director, Office of Asian Programs. The delegation also included ANDRE SURENA, Office of the Legal Adviser; W. SCOTT BURKE, Bureau of Human Rights and Humanitarian Affairs; and PHILLIP BRADY, Department of Justice ... Between August 1 and 5, director Purcell and his special assistant, PHILLIP T. CHICOLA, traveled to Honolulu and partici-





MANILA, Philippines—At refugee conference, front, center, senior deputy assistant secretary **Robert L. Funseth**, flanked by **Doris M. Meissner**, Immigration and Naturalization Service, and **Dale S. de Haan**, American Council of Voluntary Agencies. Second row: **Linda Eckhardt**, **Sarah Medvitz** and **Judith Kocher**, Manila; **James Schill**, Kuala Lumpur; **John Schroeder**, Bangkok; **Jack Fortner**, Hong Kong; **Michael Heilman**, Washington. Third

row: **Loring Waggoner**, Manila; **Robert Ackerman**, Seoul; **Ingrid Walter**, **Diana Zanetti** and **Dail Stolow**, United States; **Pamela Hutchins**, Kuala Lumpur; **Joseph Sureck**, Hong Kong; **Margaret Barnhart** and **Charles Sternberg**, United States. Fourth and fifth rows: **Paul Gardner** and **Wayne Kidwell**, Washington; **William Wallace**, Singapore; **Dennis Grace**, Bangkok; **Donald Hohl**, United States; **William Finnegan**, Hong Kong; **Catherine McElroy**, United

States; **Karl Beck**, Geneva; **Welles Klein**, United States; **William Applegate**, Manila; **Ronald Boggs**, United States; **William Stubbs**, Bangkok; **John Campbell**, United States; **Vernon McAninch**, Manila; **Thomas Doubleday** and **John Cullen**, Bangkok; **Stanley Phillips**, Manila; **Robert Knouss**, United States; **Paul Shank**, Manila; **Daniel Sullivan**, Singapore/Indonesia; **Dan Larsen**, Hong Kong; **Henry Cushing**, Manila.

pated in a meeting with representatives of Australia, Canada, Japan and the high commissioner, regarding the refugee situation in southern Asia.

Senior deputy assistant secretary **ROBERT L. FUNSETH** chaired the southeast Asia refugee conference, in Manila, August 4-6. Attending were representatives of the Departments of State, Justice, Health and Human Services, the U.S. mission in Geneva and the executive directors of the U.S. refugee resettlement private voluntary agencies, which conduct refugee operations under contract to the bureau in southeast Asia. Participating from the region were the refugee coordinators, U.S. immigration officers-in-charge, and the joint voluntary representatives from each of the five principal refugee processing posts in southeast Asia—Bangkok, Hong Kong, Kuala Lumpur, Manila and Singapore. The major discussion item was the new U.S. Immigration and Naturalization Service guidelines.

Accompanying Mr. Funseth from the bureau were **MARGARET J. BARNHART**, chief, Admission Division, and **JOHN CAMPBELL**, chief, Regulations and Correspondence Division. **PAUL F. GARDNER**, director of regional affairs, represented the East Asia bureau, and **KARL S. BECK**, counselor for refugee and migration affairs, represented the U.S. mission in Geneva. . . . On October 5-6, Mr. Funseth headed the U.S. delegation to the annual conference on the Orderly Departure Program for Vietnam. Other members of the delegation included Mr. Beck; **DCN COLIN**, Embassy Bangkok; **HARRY C. BLANEY III**, director, Asia Office; and **JOHN CAMPBELL**, chief, Regulations and Correspondence Division.

On August 10, Mr. Dewey addressed a conference on international refugee relief and protection sponsored by the National Immigration, Refugee and Citizenship Forum. . . . Special assistant **ALAN VAN EGMOND** represented the bureau at a conference on the ef-

fects of refugee movements in the developing world, which met near Winnipeg, Canada, August 29-September 3. . . . Mr. Dewey participated in a meeting on the Third World and superpower relationships, conducted by the London-based Institute for Strategic Studies, in Ottawa, Canada, September 8-9. . . . On September 16, Mr. Dewey led the U.S. delegation to a donors' meeting in New York of the UN Border Relief Operation, which provides humanitarian assistance to persons situated along the Thai-Kampuchean border. **HARRY BLANEY III**, who recently joined the bureau as director of the Office of Asian Refugee Relief, and **SYLVIA BAZALA**, from that office, also served on the delegation. . . . **CARROLL FLOYD**, director, Office of European, Near Eastern and Latin American Refugee Relief, conducted a two-week mission, September 18-October 3, to assess aid programs for refugees and displaced persons in El Salvador, Guatemala and Costa Rica. ■

Obituaries

Martin F. Herz, 66, ambassador to Bulgaria, 1974-77, and director of the Georgetown University Institute for the Study of Diplomacy since 1977, died on October 5.



Mr. Herz

Joining the Foreign Service in 1946, Mr. Herz served as a political officer in Vienna until 1948. From 1948-50, he was an information-cultural affairs officer in the Department. After serving as second secretary in Paris, 1950-54, he was chief of the political section in Phnom Penh, 1955-57, and first secretary in Tokyo, 1957-59. Returning to Washington in 1960, he served as a politico-military adviser and was adviser to the U.S. delegation to the 15th session of the UN General Assembly. In 1961, he was appointed special assistant for planning in the Bureau of African Affairs. Then he attended the Senior Seminar in Foreign Policy at the Foreign Service Institute, 1962-63.

After serving in Tehran as counselor for political affairs, 1963-67, Mr. Herz was country director for Laos and Cambodia. Assigned to Saigon in 1968, he held the position of political counselor with the personal rank of minister. He was deputy assistant secretary for international organization affairs, 1970-74, and acting assistant secretary, 1973-74.

Born in New York, Mr. Herz was a graduate of Oxford University in England and Columbia University. Before entering the Service, he worked as a translator with various broadcasting companies, and for the export firm of Wessel, Duval & Co., New York. He served with the Army during World War II, rising from private to major, and was awarded the Purple Heart and the Bronze Star. He received the Department's Commendable Service Award, 1960, and Superior Honor Award, 1970.

A member of the American For-

ign Service Association, Mr. Herz served as director, 1960-63 and 1967-68. He was also a member of Diplomatic and Consular Officers, Retired and Freedom House. He retired in 1979. Survivors include his wife. □

Daniel W. Hartnett, 48, a passport examiner in the Special Issuance Division of the Office of Passport Operations, Bureau of Consular Affairs, since 1975, died of a heart attack at George Washington University Hospital, after falling ill at work on October 4.



Mr. Hartnett

Prior to his joining the Department, Mr. Hartnett was employed by the Central Intelligence Agency as an insurance claims assistant and official passport processor. He also worked as an employment agency consultant and a law clerk. He was in the Navy, 1953-61.

Mr. Hartnett was born in Lincoln, Nebr. He attended classes at George Washington University and the University of Maryland. He was an instructor in first aid and cardiopulmonary resuscitation for the American Heart Association, and was a member of the LaPlata, Md., chapter of the Red Cross. He also was a rescue squad volunteer and volunteer fireman. Survivors include his wife, two sons, his mother and two brothers. □

R. Henry Norweb, 89, a career minister who was ambassador to Peru, Portugal, Panama and Cuba during the 1940s, died on October 1.

Joining the Foreign Service in 1916, he served in Paris, Washington and Tokyo. In 1925, he was assigned as first secretary at The Hague, and also held that position during a tour in Santiago, 1929. Following an assignment to Washington, 1929-30, he was counselor in Santiago and Mexico City. In 1933 he was appointed counselor to

the American delegation to the 7th International Conference of American States, Montevideo. He was a special adviser to the Inter-American Conference for the Maintenance of Peace, Buenos Aires, 1936.

Mr. Norweb was appointed minister to Bolivia, 1936, and the Dominican Republic, 1937. Other appointments included delegate to the 8th International Conference of American States, Lima, 1938, and the Inter-American Radio Conferences in Havana, 1937, and Santiago, 1940. He was chairman of the U.S. delegation to the 3rd General Assembly of the Pan-American Institute of Geography and History, Lima, 1941, and was a member of the Committee to Aid the National Library of Peru, and of the Geographic Society of Lima, 1943.

Mr. Norweb was born in Nottingham, England. He was a member of a distinguished Cleveland (O.) family. He was a graduate of Harvard, 1916. He retired in 1948. Survivors include his wife. □

Corine A. Harvey, 59, a nursing assistant with the Office of Medical Services for 26 years, died at George Washington University Hospital after suffering a heart attack at work on September 28.



Mrs. Harvey

Before joining the Department in 1957, Mrs. Harvey worked as a contract employee with the Office of Medical Services, the old security and consular affairs unit and the Office of International Conferences. She was a native of Virginia. Survivors include her husband, James Harvey. □

Charles F. Pick, Jr., 75, former first secretary in Copenhagen and Havana, died on September 12.

Mr. Pick joined State in 1945 and served as assistant chief of the Division of Foreign Service Administra-

tion. He was deputy executive director of the Bureau of Near Eastern and South Asian Affairs, 1949-51. After serving as executive assistant with the Office of Naval Intelligence, he returned to the Bureau of Near Eastern and South Asian Affairs, serving again as deputy executive director, 1953-55. From 1958-62, he was chief of the Division of Transportation Management. After retiring in 1966, he worked as a manager for H&R Block, Inc., in Fairfax, Va.

Mr. Pick was born in Baltimore and was a graduate of Loyola College, Georgetown University's School of Foreign Service, and the Navy War College. Before joining State, he served as a Navy commander during World War II and worked as an assistant economist with the Department of Agriculture. Survivors include a daughter. □

John A. Carter, 51, a clearance examiner in the Office of Program Support, Office of Passport Services, Bureau of Consular Affairs, died of cancer on October 2.



Mr. Carter joined the Department in 1956 as a messenger with the Diplomatic Mail Branch. He worked with the old Reproduction and Distribution Branch, Office of General Services, as a printing and publication clerk, 1957-59, and the old Office of Intelligence, Resources and Coordination, as a library assistant, 1959-62, before joining Passport in 1962.

Mr. Carter was a native of Maryland. He served in the Navy, 1951-55. Survivors include his wife, two daughters and three sisters. □

Anne W. Claudius, 71, former first secretary in Mexico City during the early 1960s, died on July 15.

Mrs. Claudius joined the Department in 1939 and served as a clerk in

Ottawa, Santiago, Paris and Palermo. She was appointed vice consul in 1947 and served in Palermo and Rotterdam. She was assigned to the Department as a personnel officer in 1953. Other assignments included second secretary at New Delhi, consul and second secretary in Mexico City, and consul in Ciudad Juarez, 1962. She retired in 1966.

Mrs. Claudius was a native of Maryland. She was a graduate of the University of Lausanne, Switzerland, and George Washington University. Before joining the Department, she worked with the National Education Association, the Federal Housing Administration and the Department of Commerce. Survivors include two sisters. □

Robert M. Bradlee, Jr., 64, a retired foreign buildings officer who served in Port-au-Prince, New Delhi, San Salvador and Tehran, died on September 2.

Mr. Bradlee was a general engineer in the Department before retiring in 1972. Prior to joining State in 1958, he served with the Navy and was a civil engineer in private industry. He worked with the Army Corps of Engineers as an engineering aide, 1940-43. Mr. Bradlee was born in New Hampshire.

Survivors include three sons and two daughters. □

Harry W. Heikenen, 65, a retired Foreign Service officer, died on October 2 after a heart attack at his home in McLean, Va.

After joining State in 1950, Mr. Heikenen served as a political officer in Munich and as economic officer in Singapore and Helsinki. He was appointed as assistant coordinator of commercial activities in the Office of the Assistant Secretary for Economic Affairs, in 1960, and served as a trade promotion officer in London and Milan and as a commercial officer in Rome, Canberra and Sydney.

He was detailed to the Commerce Department, 1974-76, where he

served as deputy director of the Office of International Marketing. In 1976 he served again in Rome as counselor for commercial affairs, then in Milan as a trade promotion officer and in Hong Kong as a commercial officer before retiring in 1979. Following his retirement, he worked as a consultant for various groups, including the UN Food and Agriculture Organization.

Mr. Heikenen was born in Minnesota and was a graduate of the University of Minnesota. He served as a first lieutenant with the Army, 1942-45, and received the Distinguished Flying Cross and the Air Medal. Survivors include his wife, a sister and two brothers. □

Miller N. Hudson Jr., 59, a retired science officer who served in Rio de Janeiro and Ottawa, died on August 28.

Mr. Hudson was born in Oklahoma and was a graduate of New Mexico State University. He served with the U.S. Navy, 1942-48, and was a math instructor at New Mexico State University. He worked in private industry as a petroleum chemical processing engineer and as an operations research manager. Then he was with the Atomic Energy Commission before joining State in 1967. He retired in 1976.

Survivors include his wife. □

Wilfred V. Duke, 71, a retired Foreign service officer, died on July 30.

After joining the Service in 1954, he served as a specialist officer with the Refugee Relief Program in Palermo and Naples. Other assignments included consul in Rome, Kingston, Montreal and Liverpool. He retired in 1964.

Mr. Duke was born in Oregon. He was a graduate of the University of Oregon and attended George Washington, American and London Universities. During World War II, he was a captain with the U.S. Army overseas. He was an engineering assistant before joining State.

Survivors include his wife and a daughter. □

Kenneth F. Rose, 72, a retired Foreign Service officer, died on July 31.

Joining the Department in 1952, he was appointed as a disbursing officer and served in Tel Aviv, Karachi, and Pretoria. During his latter tour, he was assistant attache, vice consul and second secretary. He served as second secretary in Baghdad before retiring in 1962.

Mr. Rose was born in the District of Columbia, and was graduated from the University of Maryland in 1934. He was an auditor with the General Accounting Office, 1934-52, and served overseas with the Army during World War II. Survivors include a son. □

George W. Callahan, 86, a retired Foreign Service officer, died on August 24.

Mr. Callahan joined State in 1949 and served in Tokyo and Hong Kong as a foreign buildings officer and supervisor of construction. He retired in 1962.

He was born in Connecticut, and was graduated from the Rensselaer Polytechnic Institute in 1925. He served with the U.S. Army in 1918 and worked as an engineer in private industry. He joined the Federal Works Agency in Puerto Rico, 1941, and was acting chief of the Foreign Economic Commission, 1945. Mr. Callahan was chief of field liaison at the Department of Commerce, 1946-47.

There are no known survivors. □

Louis S. Manheim, 69, a retired Foreign Service communications supervisor, died in San Diego, Calif., on September 2.

Joining the department in 1948, Mr. Manheim served in Moscow, Vienna, Bonn, Rome, New Delhi, Saigon and Washington. He received the Department's Meritorious Honor Award in 1970. His retirement came in 1974.

Mr. Manheim was born in Michigan and served overseas with the Army during World War II. There are no known survivors. □

George E. Wilson, 61, former administrative officer with the Bureau of Inter-American Affairs from 1970 until his retirement in 1977, died on September 27.

After joining the Foreign Service in 1962, Mr. Wilson served as a general services officer and vice consul in Madras and Naples. He was transferred to Sao Paulo in 1969 and served there as an administrative officer until his assignment to the Department in 1970.

Mr. Wilson was a native of Michigan. Survivors include his wife. □

Jacqueline M. Rubenic, 55, a retired Foreign Service employee, died on September 14.

Joining the Department in 1951, she served as a secretary in Karachi, Washington, Lagos, Manila and Aden. In 1962, she was assigned as a communications and records clerk in Aden and later served in Tokyo, Saigon and Vientiane. Transferred to the Department in 1972, she worked with the Diplomatic Pouch and Courier Operations Division until her retirement in 1983.

Ms. Rubenic was a native of Kansas. There are no known survivors. □

Robert G. Glover, 90, a retired Foreign Service officer, died on August 1 in Jacksonville Beach, Fla.

Mr. Glover joined the old Bureau of Foreign and Domestic Commerce in 1927, and was assigned as assistant trade commissioner in Santiago. He also served as commercial attache in Santiago, Mexico City and Panama. He was detailed to the Commerce Department in 1939, then became commercial attache in Montevideo.

Retiring in 1945, he worked in private industry until 1948, re-entering the Service three years later as a commercial attache. He served in Caracas, Santiago and Mexico City. Before

retiring again in 1960, he served in Monterrey as economic officer.

Born in Georgia, he attended Tifton A&M School and the Georgia School of Technology. He was a second lieutenant in the Army during World War I. Survivors include his wife. ■

State Department's current publications

These publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520.

President Reagan

"Renewing the U.S. Commitment to Peace," 38th session of UN General Assembly, September 26 (Current Policy No. 511).

"Korean Airline Massacre," address to the nation, White House, September 5 (Current Policy No. 507).

Secretary Shultz

"U.S. Objectives in Lebanon," House Foreign Affairs Committee, September 21 (Current Policy No. 510).

"The Challenge of the Helsinki Process," follow up meeting of Conference on Security and Cooperation in Europe, Madrid, September 9 (Current Policy No. 508).

"Japan and America: International Partnership for the 1980s," sixth Shimoda Conference, Warrenton, Va., September 2, 1982 (Current Policy No. 506).

Economic affairs

"Bankers and the Debt Crisis: An International Melodrama?" Allen Wallis, under secretary for economic affairs, International Summer School of the American Bankers Association, Washington, August 25, (Current Policy No. 505).

European affairs

"Soviet Active Measures," Department of State report, September 1983 (Special Report No. 110).

Inter-American affairs

"Economic Growth and US Policy in Central America," Kenneth W. Dam, deputy secretary of state, Forum Club, Houston, September 14 (Current Policy No. 509).

GIST

Panama and the 1979 canal treaties (9/83).
POW/MIAs in southeast Asia (9/83).

Background Notes

Portugal (8/83).
Rwanda (8/83). □

Library Booklist

Religion and world affairs

Part II*

United States

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SUPERCRAAT IS
GOING ON A DIET—
AND TAKING THE WHOLE
BUREAUCRACY WITH
HIM....



THE PRESIDENT IS RIGHT
ABOUT TOO MUCH FAT IN
THE BUREAUCRACY! BUT
HOW TO GET RID OF
IT?



BUREAUCRATS ARE A SPECIAL
BREED. JANE FONDA AND
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HAVE THE RIGHT WORKOUTS
FOR OUR
METABOLISMS.



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THIS IS
A JOB
FOR....

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BEFORE WE BEGIN,
SOME ADMINISTRATIVE
NOTES! FIRST, DO NOT,
REPEAT NOT, CONSULT
YOUR DOCTOR BEFORE
STARTING
THIS
DIET...



HE KNOWS WHAT A
WRECK YOUR BODY IS
IN, AND WOULD LAUGH
YOU OUT OF HIS
OFFICE FOR
EVEN THINKING
YOU COULD
DO ANYTHING
WITH IT.



INSTEAD, CONSULT A FRIEND,
SECRETARY, OR SUBORDINATE.
THEY'LL ENCOURAGE YOU TO
BEGIN AND CHEER YOU ON...

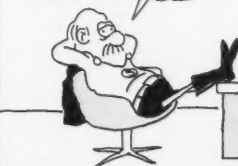


...THINKING ALL THE
WHILE YOU WON'T HACK
IT AND WILL MAKE A
BIG FOOL OF
YOURSELF.



GIGGLE

A WORD OF CAUTION
THOUGH... AVOID TELLING
SUPERIORS OF YOUR
DIET ATTEMPT...



...WE'LL HOLD IT
AGAINST YOU AT FITNESS
REPORT TIME IF
YOU FAIL!!



YOU'LL PROBABLY BE
DELIGHTED TO HEAR
THAT YOU CAN EAT
AND DRINK WHATEVER
AND AS MUCH AS YOU
LIKE ON
THIS
DIET!



OF COURSE YOU'D BE DELIGHTED
TO HEAR THAT! YOU'D NEVER
LOSE ANY WEIGHT THOUGH,
DUMMIES!! I JUST DON'T
HAVE TIME TO GO AROUND
AND CHECK ON EACH OF
YOU... SO
SURE, YOU
CAN
CHEAT!



AS WITH MOST DIETS
"MOTIVATION" IS AN
IMPORTANT FACTOR.



SO RIGHT NOW, FILL OUT
FORM AN-650 "AUTHORIZATION
TO GO ON A DIET," AND ROUTE
AN INTER-OFFICE MEMO
ANNOUNCING YOUR PARTICIPATION
IN THIS PLAN.



THE POTENTIAL EMBARRASSMENT AT NOT DOING
SOMETHING, ONCE THE WHOLE WORLD KNOWS
OF YOUR DIET, WILL CREATE LOTS OF
MOTIVATION FOR YOU!

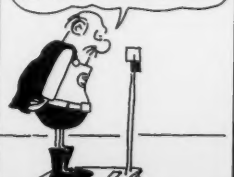


ACTUALLY, DON'T BE ALARMED IF
YOU ACTUALLY GAIN WEIGHT
DURING THE FIRST WEEK OF THE
DIET.... THIS IS TO BE EXPECTED.
THE WEIGHT GAIN WILL TAPER
OFF IN SUBSEQUENT WEEKS
TO MODERATE AMOUNTS.



THIS IS WHAT
WE REFER TO
IN THE
BUREAUCRACY
AS A WEIGHT
"REDUCTION."

BESIDES, IF ANYONE ASKS
HOW YOU ARE DOING ON
YOUR DIET, JUST TELL
THEM YOU ARE "GAINING"
ON YOUR OBJECTIVE...



REMEMBER, OUR MOTTO
WILL BE "REDUCE
GOVERNMENT WAIST!"
SO BEFORE I REVEAL
MY AMAZING DIET TIPS
AND BUREAUCRATIC
EXERCISES, I WANT ALL
PARTICIPANTS
TO TAKE
FULL LENGTH
PROFILE PHOTOS
OF THEMSELVES
FOR THE
RECORD....



....LIKE SO...



BEFORE



AFTER

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TUNED
TO THESE
PAGES....

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